



Creating
an inclusive
community
together

Appendix

Targeted Action Plans Report

1 July 2022 to 30 June 2023

Australia's Disability Strategy 2021-2031



Creating an inclusive community together

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About the Appendix







This Appendix provides an overview of the activities undertaken during the period 1 July 2022 – 30 June 2023 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. The first page of each TAP section includes the TAPs Objectives and quick links to actions for the Australian Government and each state and territory.

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. Each action includes a status, for the level of progress achieved during the reporting period, and a short description about the activity for that action. For comparison purposes, progress made in the 1st annual TAPs Report is also provided in the far right column. Where an action was completed in the 1st annual TAPs report, there is a progress status of N/A for 2022–2023. All actions have been linked back to the relevant Policy Priority in Australia's Disability Strategy.

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

-  **Completed** This action was completed by 30 June 2023.
-  **On track** This action is progressing in line with plans.
-  **Some delays** Action is underway but 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 in reporting period to 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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Australian Government – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 1 - Increase employment of people with disability				
<p>1.1</p> <p>Employ My Ability - the Disability Employment Strategy</p> <p>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.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	2021	<ul style="list-style-type: none"> Employ My Ability - the Disability Employment Strategy is published 	<p>■ N/A</p> <p>Department of Social Services</p>	<p>■ Completed</p> <ul style="list-style-type: none"> The Strategy was published on 6 December 2021 on JobAccess and Department of Social Services' websites.
<p>1.2</p> <p>Disability Employment Services (DES) reform</p> <p>Develop a new disability employment support model to replace the DES program, which ends on 30 June 2023.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	2021-2023	<ul style="list-style-type: none"> New disability employment support model to commence 1 July 2023 	<p>■ On track</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> In the October 2022–2023 Budget the Government announced a phased approach to DES reform, with the current DES program extended by two years to 30 June 2025. <ul style="list-style-type: none"> Existing DES program has extended to 30 June 2025 and a quality framework being developed. A pilot is being develop to test ways to improve access to the DES program for NDIS participants. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Delays due to alignment with Australian Government's future direction for disability employment supports.



Australian Government – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>1.3 Improve the motivation and capability of employers to attract, recruit and retain employees with disability</p> <p>Redesign and promote the JobAccess website.</p> <p>Increase the number people with disability employed through National Disability Recruitment Coordinator (NDRC) job vacancies.</p> <p>Reform and promote the Employment Assistance Fund (EAF).</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	<p>2022-2023</p> <p>2021-2023</p> <p>2021-2023</p>	<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. 	<p>■ Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> • The JobAccess website development has been delayed and is expected to be launched in December 2023. • Focus of increasing number of people with disability employed through the NDRC to be part of the JobAccess redesign to commence from 1 July 2024. • Progress has been made in reforming the EAF program with an announcement on 13 April 2023 to increase the Auslan 1 cap (from \$6,000 to \$12,00 per year) and building modifications cap (from \$30,000 to \$60,000 per year). 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
<p>1.4 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> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	<p>2021-2024</p>	<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><i>Department of Social Services</i></p> <ul style="list-style-type: none"> • Between 1 July 2022 and 31 December 2022, 17% of adults participating in the Adult Mental Health Pilot achieved a positive employment or education outcome. • The number of adults accessing the pilot continues to increase. • The pilot has identified that Vocational Specialists are managing adults with complex needs which is impacting the caseload and number of participant outcomes. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Australian Government – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
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> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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><i>Department of Social Services</i></p> <ul style="list-style-type: none">RecruitAble providers have designed, and are currently testing, a best practice approach for mainstream recruitment of people with disability.The RecruitAble pilot has been extended until December 2024 to allow adequate time to test the model.	<p>■ On track</p> <ul style="list-style-type: none">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.



Australian Government – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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>■ N/A</p> <p>Department of Employment and Workplace Relations</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.



Australian Government – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.7	<p>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 2020-25) to attract, recruit and retain more people with disability in the Australian Public Service.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	2021-2024	<ul style="list-style-type: none"> 7% of employees with disability in the APS. 	<p>■ Some delays</p> <p><i>Australian Public Service Commission</i></p> <ul style="list-style-type: none"> In 2022, the number of employees who identify as having disability is: <ul style="list-style-type: none"> 4.9% in agency HR systems, increase of 0.9% (2020) 9.9% in APS Employee Census, increase of 1.4% (2020) Agencies have demonstrated some progression in 2022-2023 in terms of maturity. A small number are now at the 'embedding' or 'educator' level. 	<p>■ On track</p> <p>Cross agency actions include:</p> <ul style="list-style-type: none"> Strengthening guidance on inclusive recruitment. Disability Contact Officers guidance released to agencies. Commenced accessibility audit of Australian Government premises. APS wide Disability Champions Network established. Strengthened cross agency monitoring and reporting.
1.8	<p>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> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	2021-2024	<ul style="list-style-type: none"> Indicators will be tailored to each pilot and could include: Number of people with disability employed as a result of the pilots. 	<p>■ On track</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> The Tourism Local Navigators Pilot commenced on 21 July 2023. The BCA Career Pathways Pilot is due to commence on 21 August 2023. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Planning of the pilots is underway.



Australian Government – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.9	<p>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> <p><i>Linked to Personal and Community Support Policy Priority 2: The NDIS provides eligible people with permanent and significant disability with access to reasonable and necessary disability supports.</i></p>	June 2023	<ul style="list-style-type: none"> • % of NDIS participants of working age in paid work. 	<p>■ Completed</p> <p>National Disability Insurance Agency</p> <ul style="list-style-type: none"> • As of 31 March 2023 <ul style="list-style-type: none"> – 23 % of participants aged 15 and over report they are in a paid job. – 27% of the 15–24 age group report being in paid work after their 5th plan reassessment. • The NDIS Participant Employment Strategy 2019-2022 concluded in December 2022. • A refresh of the Strategy, with an Action Plan is being developed for 2023-2026. 	<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.



Australian Government – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	2021-2024	<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><i>Department of Social Services</i></p> <ul style="list-style-type: none"> • Between 1 July 2022 and 31 December 2022, 68% of young people participating in the IPS program achieved a positive employment or education outcome. 	<p>■ On track</p> <ul style="list-style-type: none"> • Between 1 July 2021 and 30 June 2022, 63% of young people participating in the IPS program achieved an employment or education outcome.



Australian Government – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>2.2 Implement a new national Post-School Destinations Survey (PSDS)</p> <p>The PSDS (now known as the GENERATION survey) 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><i>Linked to Employment and Financial security Policy Priority 2: Improve the transition of young people with disability from education to employment.</i></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>■ Completed</p> <p>Department of Education</p> <ul style="list-style-type: none"> • The first wave of interviews for GENERATION was completed in 2022 and includes 15% of respondents living with disability at age 15. • The data will be released in late 2023. • Over 15,000 students participated in the first survey of GENERATION. • Preparation for the second wave of interviews has begun. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • 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.



Australian Government – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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><i>Linked to Employment and Financial security Policy Priority 2: Improve the transition of young people with disability from education to employment.</i></p>	<p>July 2022 onwards</p>	<p>Continued assistance of, and increase in, the number job placements of Transition to Work participants with disability.</p>	<p>■ N/A</p> <p>Department of Employment and Workplace Relations</p>	<p>■ Completed</p> <ul style="list-style-type: none"> • 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.



New South Wales - Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 1 - Increase employment of people with disability.				
<p>1.1 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><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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>■ Some delays</p> <ul style="list-style-type: none"> E-learning packages and resources are available on the NSW Public Services Commission Disability inclusion training webpage. <p>Disability inclusion training NSW Public Service Commission</p>	<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 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>Inclusive recruitment of people with disability NSW Public Service Commission</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.



New South Wales - Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.3	<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><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Reports annually in the PSC survey. 	<p>■ On track</p> <ul style="list-style-type: none"> Information on Disability Employee Network connections and how this extensive network of meetings operate across agencies on a regular basis is promoted at: <p>Disability networks NSW Public Service Commission</p>	<p>■ Some delays</p> <ul style="list-style-type: none"> COVID and other priorities have prevented workshops since December 2021. Work to recruit and retain people with disability continues with clusters and Disability Employee Network chairs. The PSC continues to make available research into identified enablers and barriers for employees sharing their disability status. Work is underway to deliver the Inclusion Forum, to promote collaboration on inclusion initiatives from an intersectional perspective with a focus on disability.
1.4	<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><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	December 2022	<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"> Training and support has produced greater awareness of OCVs and increased consistency in identifying and raising issues with service providers about access of young people and adults with disability in residential care to meaningful employment. It also increased attention to this issue by residential care providers to improve actions to support residents with disability to identify and achieve their vocational training and employment goals. This work continues in an ongoing basis. 	<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.



New South Wales - Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.5	<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><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Reported in annual staff survey and DIAP. 	<p>■ Some delays</p> <ul style="list-style-type: none"> NSW Health continues to refine its process but experienced some delays in implementation of new systems. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
1.6	<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><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Annual reporting and benchmarking of participating agencies. 	<p>■ On track</p> <ul style="list-style-type: none"> Agencies reviewed and assessed current access and inclusion maturity across key business areas to identify opportunities for improvement. The final reports provide specific suggestions for making improvements to accessibility and inclusion practices and for most agencies feeds into DIAP reviews and remakes to build maturity and provide better outcomes for people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



New South Wales - Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Reporting on the outcomes framework. 	<p>■ On track</p> <ul style="list-style-type: none"> NSW Department of Education has developed an Outcomes Framework that can be used to track and monitor the outcomes of students with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> Outcomes Framework in development. Consultation report to inform Outcomes Framework finalised in May 2022. Draft Outcomes Framework developed in June 2022. August 2022 – In the process of validating and testing draft Outcomes Framework.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress	
Objective 1 - Increase employment of people with disability.					
1.1	Public Service Employment 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. <i>Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i>	2018-2025	<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"> • The Enablers Network continues to grow with 700 members and a new ADHD subgroup in development. The Department of Jobs, Skills, Industry and Regions will host of the Enablers Senior Advisor for 2023-25. • The Department of Jobs, Skills, Industry and Regions will host the Enablers Network Senior Advisor for 2023-2025. 	<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)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>1.2 Victorian Public Sector Commission</p> <ul style="list-style-type: none"> • Implement Getting to work: Victorian public sector disability employment action plan 2018-2025 including the following initiatives: • 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. • 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><i>Linked to Policy Priority Employment and Financial Security 1: Increase employment of people with disability</i></p>	<p>2018-2025</p> <p>2021-2022</p> <p>End 2021</p> <p>Ongoing</p> <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"> • 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 2022, 7.3% of Victorian Public Service employees shared their disability information. • Further, 16% of graduates in the Victorian government graduate program, entered via the Disability Pathway. 	<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)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.3	<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><i>Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	December 2025	<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> <ul style="list-style-type: none"> The 2023 People Matter Survey was completed by 4,127 staff. This survey indicated that 8% of responders identified as having a disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
1.4	<p>Develop special measures positions to create equitable and diverse pathways and opportunities for people with disability.</p> <p><i>Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	December 2025	<ul style="list-style-type: none"> Diverse opportunities across the department are established as special measure roles. 	<p>■ On track</p> <ul style="list-style-type: none"> DJCS Best Practice Recruitment training and Inclusive Employment Guide implementation supports offering more diverse positions. Wherever possible, efforts to attract candidates with disability to all roles are made. 	<p>■ Paused</p> <ul style="list-style-type: none"> Paused pending appointment of Senior Diversity and Inclusion Advisor.
1.5	<p>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.</p> <p><i>Linked to Policy Priority Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	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> <ul style="list-style-type: none"> Inclusive Employment Guide for hiring managers implemented to use best Inclusive recruitment practices: <ul style="list-style-type: none"> Workplace Adjustment Policy developed Disability Awareness/ Confidence education and training provided Internal peer-led Enablers Network for people with disability active 	<p>■ On track</p> <ul style="list-style-type: none"> Launched the department's first Workplace Adjustment Policy.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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><i>Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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*. <p>* 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>	<p>■ Completed</p> <ul style="list-style-type: none"> • In 2022-2023 more than 18,000 disadvantaged Victorians gained employment with the support of Jobs Victoria services of which people with disability comprise a priority cohort. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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. • Of the jobseekers registered: 51% identify as female, 1.3% identify as Aboriginal, and 3% are living with disability. • 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.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>1.7 Social Procurement Framework</p> <ul style="list-style-type: none"> 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. 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><i>Linked to Policy Priority Employment and Financial Security Policy 1: Increase employment of people with disability</i></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> <ul style="list-style-type: none"> In 2019-2020, \$5.8 million was directly spent with 38 Australian Disability Enterprises or social enterprises led by a mission for people with disability. In 2020-2021, \$5.6 million was directly spent with 34 Australian Disability Enterprises or social enterprises led by a mission for people with disability. Direct spending data for 2021-2022 and 2022-2023 is not yet publicly available. 	<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. 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).



Employment - Victoria

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.8	<p>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> <p><i>Linked to Policy Priority Employment and Financial Security Policy 1: Increase employment of people with disability</i></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>Completed</p> <ul style="list-style-type: none"> The Victoria Police Workforce Diversity and Inclusion Framework 2023-2030 and Access and Inclusion Action Plan 2023-2024 was released in March 2023 and is now being implemented. 	<p>On track</p> <ul style="list-style-type: none"> 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.

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

2.1	<p>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). <p><i>Linked to Policy Priority Employment and Financial Security 2: Improve the transition of young people with disability from education to employment</i></p>	December 2025	<ul style="list-style-type: none"> Pathway programs lead to mainstream employment outcomes for people with disability. 	<p>On track</p> <ul style="list-style-type: none"> Participation rates for students with disability: <ul style="list-style-type: none"> Stepping Into program participants: 2 Rise program participants: 3 Other intern program participants who have self-identified having a disability: 1 YES Trainee program participants who have self-identified having a disability: 3 	<p>On track</p> <ul style="list-style-type: none"> Pathway programs which have commenced attraction and recruitment include: <ul style="list-style-type: none"> Victorian Public Service (VPS) Graduate program, Youth Employment Scheme (YES) and internships.
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Employment - Victoria

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
2.2	<p>Dedicated work-experience programs for students with disability.</p> <p><i>Linked to Policy Priority Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	December 2025	<ul style="list-style-type: none"> Work experience programs enhance pathway opportunities and mainstream employment outcomes for people with disability. 	<p>Some delays</p> <ul style="list-style-type: none"> Currently run work experience programs do not require identification of personal attributes. Internships are generally run, rather than work experience, as a way to enhance employment outcomes. 	<p>On track</p> <ul style="list-style-type: none"> Each November, DJCS participates in the AccessAbility Day. In 2021, the department hosted 14 participants online across 11 business units.
2.3	<p>Annual Disability Scholarship Program (DSP) to support career pathways for people with disability who are interested in a career in the justice system.</p> <p>Funding: \$60,000 per annum.</p> <p><i>Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	December 2025	<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> <ul style="list-style-type: none"> DSP program launch will be in the second half of 2023 due to application process streamlining and stakeholder base expansion. 	<p>On track</p> <ul style="list-style-type: none"> 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.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>2.4 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><i>Policy Priority: Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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>■ Completed</p> <ul style="list-style-type: none"> As a pilot program Impact21 program continues to support individuals aged 22-35 living with Down syndrome to receive work-readiness training and access to meaningful work experience opportunities with large employers. 	<p>■ On track</p> <ul style="list-style-type: none"> Impact21 extension to funding now contracted. Implementation plan updated Reporting on delivery is up to date: <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> <ul style="list-style-type: none"> At least 4 online work and inclusion readiness course components are completed.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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><i>Policy Priority: Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	<p>2020/2021 – 2021/2022</p>	<ul style="list-style-type: none"> Number of young people with disability recruited through YES. 	<p>■ Completed</p> <ul style="list-style-type: none"> In 2022-2023, Jobs Victoria facilitated 230 traineeships through the Youth Employment Scheme, of which people with disability comprise a priority cohort. 	<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. At least 35 Disability stream traineeships will commence in the Victorian Public Service in 2022-23.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>2.6 Skills First</p> <p>Offers 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><i>Linked to Policy Priority Education and Learning 3: Improve pathways and accessibility to further education and training for people with disability.</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number of students commencements and completions of relevant courses funded under Skills First. 	<p>■ Completed</p> <ul style="list-style-type: none"> • The suite of courses continues to be offered as government-subsidised training via Skills First. <p>Certificate I in Transition Education Commencements: 628 Completions: 464</p> <p>Certificate I in Work Education Commencements: 525 Completions: 357</p> <p>Certificate II in Work Education Commencements: 308 Completions: 281</p> <p>Course in Initial Adult Literacy and Numeracy Commencements: 109 Completions: 71</p> <p><i>Note: Data encompasses activity by onshore domestic students only. Fee-for-service activity covers training activity submitted by providers contracted with the department only. Full year refers to the period from 01 January to 31 December. Year-to-date (YTD) refers to 01 January – 30 June. Commencements are extracted from the Training Activity cube whereas completions are sourced from the Completions cube. It's important to note that the cubes underpin different methodologies for attributes such as the funding source.</i></p>	<p>■ On track</p> <ul style="list-style-type: none"> • The suite of courses continues to be offered as government-subsidised training via Skills First. <p>Certificate I in Transition Education Commencements: 659 Completions: 261</p> <p>Certificate I in Work Education Commencements: 510 Completions: 313</p> <p>Certificate II in Work Education Commencements: 315 Completions: 224</p> <p>Course in Initial Adult Literacy and Numeracy Commencements: 73 Completions: 28</p>



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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><i>Linked to Policy Priority Employment and Financial Security: 2: Improve the transition of young people with disability from education to employment</i></p>	Ongoing	<ul style="list-style-type: none"> Number of disability liaison officers employed within the TAFE Network. 	<p>■ On track</p> <ul style="list-style-type: none"> In 2022-2023, there were at least 57 workers supporting students with disability across the TAFE Network including over 30 DLOs. From 2024, the TAFE Network will employ 16 Disability Transition Officers to support students with disability transitioning into TAFEs. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>2.8 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><i>Linked to Policy Priority Employment and financial security: 2: Improve the transition of young people with disability from education to employment</i></p>	Ongoing	<ul style="list-style-type: none"> Number of partnerships between TAFEs and disability services providers. 	<p>■ On track</p> <ul style="list-style-type: none"> There are over 160 partnerships with disability services across the TAFE Network including formal and information partnerships with work placement providers, outreach programs and employment services. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>2.9 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><i>Linked to Policy Priority Education and Learning 3: Improve pathways and accessibility to further education and training for people with disability.</i></p>	Ongoing	<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> <ul style="list-style-type: none"> • Since the Reconnect program commenced in 2021, there have been 4,026 participants engaged. • Approximately 40% of these participants are under 25 years of age. • 27% of this age group identify as having at least one disability. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Employment - Victoria

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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 over 30 (including fixed and mobile services) 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><i>Linked to Policy Priority 2: Improve the transition of young people with disability from education to employment.</i></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> <ul style="list-style-type: none"> • In 2022, Skills and Jobs Centres supported over 1,000 people with disability, and nearly 7,000 young people (aged 15 to 24) to pathway successfully into education, training and employment. • In the first half of 2023 (January to June) Skills and Jobs Centres supported over 730 people with disability, and over 4,700 young people (aged 15 to 24) to move successfully into education, training and employment. 	<p>■ On track</p> <ul style="list-style-type: none"> • Skills and Jobs Centres supported nearly 2,500 people with disabilities, and almost 15,500 young people (aged 15 to 24) to pathway successfully into education, training and employment in the period from 2019-2021.



Queensland – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 1 - Increase employment of people with disability.				
<p>1.1 Build employment skills, experience and confidence of Queenslanders with disability through participation in the Skilling Queenslanders for Work (SQW) initiative.</p> <p><i>Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability</i></p>	<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> <ul style="list-style-type: none"> 48.3% of people with disability secured employment and 58.2% gained a positive outcome following participation in SQW. 12.5% of participants across SQW programs identify as people with disability. Since 2015, 9,824 people with disability have been assisted under the SQW. 	<p>■ On track</p> <ul style="list-style-type: none"> 47.6% of people with disability secured an employment outcome following participation in SQW. 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). Since 2015, 8,500 or 12.2% of people with a disability have been assisted under SQW.
<p>1.2 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><i>Linked to Employment and financial security Policy Priority 3: Strengthen financial independence of people with disability</i></p>	<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> <ul style="list-style-type: none"> For 2022-23, 7 business mentees who identified as having a disability had a Mentoring for Growth (M4G) session. Since 2016, 2.6% of mentees participating in the M4G program identified as having a disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Queensland – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.3	<p>Support the sector to attract, recruit and retain more people with disability in the Queensland public sector.</p> <p><i>Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability</i></p>	Late 2021 – June 2024	<ul style="list-style-type: none"> Percentage of employees with disability employed in the Queensland Public Sector. 	<p>■ On track</p> <ul style="list-style-type: none"> An ambitious new Queensland public sector employment target of 12% has been set for people with disability to be achieved by 2026. As at March 2023, payroll data indicated that 3.4% of employees identified as living with disability. In August 2022, 13.08% of respondents in the anonymous Working for Queensland employee survey indicated they live with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
1.4	<p>Deliver the next state disability plan in collaboration with the Queensland Working Party, incorporating a focus on employment opportunities for people with disability.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	Early 2022 – December 2024	<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>■ Completed</p> <ul style="list-style-type: none"> Queensland’s Disability Plan 2022-2027: Together, a better Queensland released on 28 November 2022, was co-designed with people with disability and is being implemented and supported by a dedicated website. <p>Queensland's Disability Plan 2022–27 – Queensland's Disability Plan (dcssds.qld.gov.au)</p>	<p>■ On track</p> <ul style="list-style-type: none"> State disability plan under development - to be finalised in second half of 2022.
1.5	<p>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> <p><i>Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability</i></p>	2022-2025	<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> <ul style="list-style-type: none"> Disability Peak Bodies funding program has been designed and includes a focus on employment. Inclusion Program funding agreements are in place and include initiatives to increase employment. Further funding rounds are in progress. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Queensland – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.6	<p>Fund disability peak bodies to deliver actions including to support employers in attracting, recruiting and retaining people with disability.</p> <p><i>Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability</i></p>	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> <ul style="list-style-type: none"> Disability Peak Bodies Inclusion Program funding agreements are in place and include initiatives to increase employment. Other funding programs will be progressively delivered during 2023-2024. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
1.7	<p>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.</p> <p><i>Employment and financial security Policy Priority 1: Improve employment of people with disability.</i></p>	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>■ Completed</p> <ul style="list-style-type: none"> Pilot program focused on digital roles has been completed. The Department of Housing will continue to encourage staff to complete their equity and diversity information via general and targeted communications. 	<p>■ On track</p> <ul style="list-style-type: none"> One candidate has been placed through the program to date.



Queensland – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.8	<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><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	2020-2023	<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>■ Completed</p> <ul style="list-style-type: none"> • From 2019 Quarter 1 to 2023 Quarter 1, the number of employees identifying as having a disability increased from 4.4% to 5.1%. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Queensland – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 2 - Improve the transition of young people with disability from education to employment.				
<p>2.1 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><i>Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability</i></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> <ul style="list-style-type: none"> • Since July 2015, 45.7% of young people (15 to 24 years) with disability secured employment following participation in SQW. • Since 1 July 2014, 1,686, applicants received support from the SDS program (as at 30 June 2023, cumulative since 2014). 	<p>■ On track</p> <ul style="list-style-type: none"> • 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). • 1,488 applicants have received approved support from the SDS program (as at 30 June 2022, cumulative since 2014).
<p>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.</p> <p><i>Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment.</i></p>	<p>2021-2022</p>	<ul style="list-style-type: none"> • Eligible school leavers are supported to access the NDIS through the Assessment and Referral Team. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> • The Assessment and Referral Team supported 149 eligible school leavers to access the NDIS.



Queensland – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
2.3	<p>Strengthen career education support and transitions to life after school through implementing <i>Every student with a disability succeeding plan 2021-2025</i>.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care.</i></p>	2021-2025	<ul style="list-style-type: none">• Senior Education and Training Planning procedure published.• Career education support material published.	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none">• Revised Senior Education and Training Planning procedure published in August 2021.• The Pathways to a successful future hub was published in 2022, containing resources to support state schools to deliver career education.



Western Australia – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 1 - Increase employment of people with disability.				
<p>1.1 Employment participation in the WA Public Sector</p> <p>Implement the government's People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2021-2025.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	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). 	<p>Some delays</p> <ul style="list-style-type: none"> At 31 March 2023, representation of employees with disability in public sector employment was 1.6%. The number of public sector employees with disability had increased. 	<p>On track</p> <ul style="list-style-type: none"> 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%.
<p>1.2 Employment opportunities</p> <p>Social Housing Economic Recovery Package provides inclusive employment outcomes for people with disability in the construction and allied industries.</p> <p><i>Linked to Employment and Financial security Policy Priority 1: Increase employment of people with disability</i></p>	By 2023	<ul style="list-style-type: none"> Number of people with disability employed in the construction and allied industries. 	<p>On track</p> <ul style="list-style-type: none"> Multiple contracted community housing organisations have employed individuals with disabilities to assist with the delivery of Community Housing Grants. Due to current issues in construction, disability employment targets haven't been set. 	<p>On track</p> <ul style="list-style-type: none"> 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.
<p>1.3 Leading from the front</p> <p>Chief Executive Officer performance agreements to include employment targets for people with disability.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	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. 	<p>Completed</p> <ul style="list-style-type: none"> CEO delivery performance agreements templates include a requirement for CEO's to demonstrate progress towards agreed diversity targets. 	<p>On track</p> <ul style="list-style-type: none"> 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).



Western Australia – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.4	<p>WA Government – a leader in disability confident recruitment</p> <p>State Government agencies to become disability recruitment confident.</p> <p><i>Linked to Employment and Financial security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> • Number of people with disability employed in the WA Public Sector • Number of State government agencies that are: • are accredited disability confident recruiters or • have undertaken ‘disability confident recruiter’ training. 	<p>■ On track</p> <ul style="list-style-type: none"> • Multiple agencies reported that they were working towards implementation and accreditation of disability confident recruitment processes. 	<p>■ On track</p> <ul style="list-style-type: none"> • No further agencies were accredited during the reporting period.
1.5	<p>Attracting and retaining a talented further workforce</p> <p>Provide incentive payments to WA employers who employ and apprentice or new entrant trainee, including people with disability.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> • Implementation of program. 	<p>■ On track</p> <ul style="list-style-type: none"> • The Jobs and Skills WA Employer Incentive provides financial assistance to Western Australian businesses who employ an apprentice or new entrant trainee. • Eligible employers of apprentices/trainees with a disability receive an additional loading payment of 10%. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Western Australia – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.6	<p>Containers for change</p> <p>Support the Containers for Change scheme as it facilitates the employment of people with disability, Aboriginal people and the long-term employed.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Number of people with disability employed in the Containers for Change scheme. 	<p>■ On track</p> <ul style="list-style-type: none"> As at April 2023, 187 people who are living with a disability or subject to other social disadvantage are employed through the Containers for Change Program, representing over 22% of employment. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.

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

2.1	<p>Path to success</p> <p>Students with disability are engaged in early pathway planning to support them to transition through their education and into work or further study.</p> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	Ongoing	<ul style="list-style-type: none"> Students engaged. 	<p>■ On track</p> <ul style="list-style-type: none"> Career pathway information for young people with disability is included in Career Conversations events for families. Resources and information sheet for families are housed on the Department's public facing website. <p>Career conversations – Department of Education</p>	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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South Australia – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 1 - Increase employment of people with disability.				
<p>1.1 Ensure SAPOL's Human Resources policies, procedures and practices are inclusive of people with disability.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> • Policies, procedures and practices reviewed, updated and maintained. 	<p>■ On track</p> <ul style="list-style-type: none"> • Action remains ongoing following the partnership with Job Access that concluded in July 2022, which included a review of recruitment processes, and reasonable adjustment policies. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
<p>1.2 Enhance SAPOL's volunteer program for involvement of people with disability</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> • Review conducted. • Recruitment undertaken. • Number of volunteers with disability participating in the program. 	<p>■ On track</p> <ul style="list-style-type: none"> • The plan to develop an initiative, recruit and involve people with a disability in the Police Volunteer Program is still under development. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	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>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> • SA offers supports to assist with transition from education to training and employment pathways across public investment in Vocational Education and Training.



South Australia – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.4	<p>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.</p> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	June 2024	<ul style="list-style-type: none"> Adult Community Education (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> <ul style="list-style-type: none"> People with disability are included in the 2022-2025 ACE Guidelines. Release of professional development resources for ACE Practitioners to support students with disability in community settings is planned for 2023-2024. Targeted projects for people with disability in ACE aligning with principles will be sought in 2023-2024. 	<p>■ On track</p> <ul style="list-style-type: none"> People with disability are a priority for targeted Adult Community Education activity during 2022-23. New guidelines will be in market from July 2022.
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. Pilot the implementation of these through the Industry Currency pilot for VET trainers and assessors of Disability qualifications in VET.</p> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></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>■ Some delays</p> <ul style="list-style-type: none"> Resources for RTOs are in development and will be released by the Commonwealth Government in the second half of 2023. Professional development for VET educators using those resources will be available in 2023-2024. 	<p>■ On track</p> <ul style="list-style-type: none"> Implemented workforce development projects to lift the skills of community educators and development workers to deliver foundation skills.



South Australia – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>1.6 Attract, recruit and enable career progression for more people with disability in the South Australian Public Sector:</p> <p>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.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	<p>Ongoing</p>	<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> <ul style="list-style-type: none"> The 2023-2026 Diversity, Equity and Inclusion Strategy, which is set for release in July 2023, includes a pillar focused on advancing disability employment and engagement as a priority. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



South Australia – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.7	<p>Establish a disability employment target for the South Australian Public Sector:</p> <p>Implement a disability employment target for the South Australian Public Sector as part of the refreshed Diversity and Inclusion Strategy.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	2022	<ul style="list-style-type: none"> • Launch of disability employment target for the South Australian Public Sector. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • A 3% employment target for people with a disability has been proposed in the 2023 - 2026 Diversity, Equity and Inclusion Strategy. • The Strategy is due to be released in the next reporting period. 	<p>■ On track</p> <ul style="list-style-type: none"> • A Disability Employment Target will be proposed in a new South Australian Public Sector Inclusion Strategy scheduled to be released in 2022.

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> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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>■ Completed</p> <ul style="list-style-type: none"> • South Australia's NDDA Education to Employment Test Case pilot findings have been published on the Commonwealth Government Department of Social Services website. <p>[Link: Pilot Test Cases - National Disability Data Asset (ndda.gov.au)]</p>	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
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South Australia – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
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> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></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> <ul style="list-style-type: none"> Skills SA are expanding disability supports through LSS provision to publicly funded VET delivery. There is a focus on mental health and disability supports in 2023-2024. 	<p>■ On track</p> <ul style="list-style-type: none"> Inclusion of people with disability to improve skills, transition to Vocational Education and Training and employment. Focus on students facing barriers to completion.
2.3	<p>The development of a pathways strategy for senior secondary students with disability.</p> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	30 June 2024	<ul style="list-style-type: none"> Strategy has been developed. 	<p>■ On track</p> <ul style="list-style-type: none"> A transition program for students with disability was piloted in 2022 at three locations and informed the 2023 program model. Work continues to implement the Strategy. 	<p>■ On track</p> <ul style="list-style-type: none"> The pilot transition program rolled out in 2022 and is shaping the design of future programs. The pilot will inform the Pathways Strategy and will be available late 2022.
2.4	<p>The implementation of the pathways strategy for senior secondary students with disability.</p> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	From 30 June 2022	<ul style="list-style-type: none"> Percentage of students that leave government schools and transition into employment. 	<p>■ On track</p> <ul style="list-style-type: none"> The Career Education and Pathways Strategy will expand the disability transition program model in 2024. Data will be available in the next reporting period, following the expansion of the program. 	<p>■ Future start</p> <ul style="list-style-type: none"> The 2022 school year pilot transition program will inform the Pathways Strategy, which will be available late 2022.



Tasmania – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 1 - Increase employment of people with disability.				
<p>1.1</p> <p>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> <p><i>Linked to Employment and Financial Security Policy priority 1: Increase employment of people with a disability</i></p>	<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>■ Completed</p> <ul style="list-style-type: none"> • Review of the whole-of-service Diversity and Inclusion Framework completed. • The refreshed Framework, scheduled for release by September 2023, includes assisting people living with disability in its purpose. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • 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>1.2</p> <p>Implement recommendations from the Review of the State Services People with Disability Employment Register.</p> <p><i>Linked to Employment and Financial Security Policy priority 1: Increase employment of people with a disability</i></p>	<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>■ Completed</p> <ul style="list-style-type: none"> • Review of the State Services People with Disability Employment Register completed. • In 2022, the Disability Employment Portal launched <p>Tasmanian Government Jobs – Disability Employment Portal</p> <ul style="list-style-type: none"> • Revised Diversity and Inclusion Framework supports recommendations and other Government policies, including Tasmania's <i>Disability Framework for Action</i>. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • 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.



Tasmania – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.3	<p>Continue the Partnership Agreement with JobAccess to assist in removing barriers in employing people with disability.</p> <p><i>Linked to Employment and Financial Security Policy priority 1: Increase employment of people with a disability</i></p>	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. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> 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.
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><i>Linked to Employment and Financial Security Policy priority 1: Increase employment of people with a disability</i></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> <ul style="list-style-type: none"> A draft Workplace Flexibility Policy has been developed in line with Recommendation 61 of the State Service Review. Revised Diversity and Inclusion Framework supports recommendations and other Government policies, including Tasmania's Disability Framework for Action. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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).



Tasmania – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress	
Objective 2 - Improve the transition of young people with disability from education to employment.					
2.1	<p>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><i>(PESRAC Final Report Recommendations No. 11 (DoE), 17 (Skills Tasmania/State Growth, 21 and 23 Jobs Tasmania/State Growth)</i></p> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with a disability from education to employment</i></p>	2021-2022	<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>■ On track</p> <ul style="list-style-type: none"> • Transition Plans are differentiated to support learners' individual needs. • An Inclusion and Diversity in Australian School-based Apprenticeships (ASbAs) project has recently been completed. • A project to produce three ApTSL Videos for parents, employers, and schools has begun and will include students with disability and their experience with Apprenticeships and Traineeships. • All new/updated policies developed in the senior secondary space include measures for students with disability. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • 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. • 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.



Australian Capital Territory – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
Objective 1 - Increase employment of people with disability.				
<p>1.1 People with Disability Employment Framework</p> <p>Continue to implement the People with Disability Employment Framework by providing genuine employment options for people with disability.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Number of people identifying as people with disability in the ACT Public Service (ACTPS) Workforce growing year on year (workforce percentage as published in the annual ACT State of the Service Report). 	<p>■ Completed</p> <ul style="list-style-type: none"> Data on the number of people identifying as people with disability in the ACTPS workforce compared to 2022 is currently being prepared. The State of the Service Report 2022-2023 is not yet published. This will be published in late 2023. <p>Publications – Chief Minister, Treasury and Economic Development Directorate (act.gov.au)</p>	<p>■ On track</p> <ul style="list-style-type: none"> 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.
<p>1.2 ACT Public Service Reasonable Adjustment Policy</p> <p>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.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	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. 	<p>■ Completed</p> <ul style="list-style-type: none"> The ACTPS Reasonable Adjustment policy is currently being reviewed and associated guidance material and resources developed to enable people with disability to participate fully at all stages of their employment. 	<p>■ On track</p> <ul style="list-style-type: none"> The ACT Public Service Reasonable Adjustment Policy continued to be implemented in 2021-2022.



Australian Capital Territory – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
1.3	<p>Employment Targets</p> <p>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.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	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). 	<p>Completed</p> <ul style="list-style-type: none"> In December 2021, the workforce employment target was re-set to achieve 5% of the ACTPS workforce identifying as people with disability by 2026. Data on the number of people identifying as people with disability in the ACTPS workforce compared to last year is currently being prepared. The State of the Service Report 2022-2023 is not yet published. 	<p>On track</p> <ul style="list-style-type: none"> 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 Publish Service workforce compared to last year is currently being prepared. The State of the Service Report 2021-22 is not yet published.

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

2.1	<p>Connect to Ability</p> <p>Support the 'Connect to Ability' program through Education Directorate to support Australian School Based Apprenticeships.</p> <p><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	2021-2023	<ul style="list-style-type: none"> Number of young people with disability in school based apprenticeships. 	<p>On track</p> <p>ACT public schools:</p> <ul style="list-style-type: none"> 3 students successfully completed their ASbAs. 4 students are due to complete the program between June and December 2023. 4 students have cancelled since commencement in 2022. <p>Non-government schools:</p> <ul style="list-style-type: none"> 3 students successfully completed their ASbAs 2 students are due to complete in December 2023. 	<p>On track</p> <ul style="list-style-type: none"> 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.
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Australian Capital Territory – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
<p>2.2</p> <p>ACT Inclusion Council</p> <p>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><i>Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	<p>June 2021 – July 2022</p>	<ul style="list-style-type: none"> Number of young people with disability accessing work experience. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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>2.3</p> <p>ACT Public Service Inclusion (People with Disability) Vocational Employment Program</p> <p>Finalise the 2020 Inclusion (People with Disability) Vocational Employment Program.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></p>	<p>2020-2022 (18 month program)</p>	<ul style="list-style-type: none"> Participants complete the program. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.



Australian Capital Territory – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress
2.4	<p>ACT Public Service Graduate Program</p> <p>Continue to deliver the ACT Public Service Graduate Program, which includes identified positions for and recruitment of graduates with disability.</p> <p><i>Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability</i></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> <ul style="list-style-type: none"> Inclusivity and adjusted eligibility requirements for people with a disability were openly marketed as part of all job adverts for the 2023 Graduate program. During Program recruitment reasonable adjustment measures were requested by 42 applicants (6%) and all requests were fully supported. 6 Graduates who identify as having a disability accepted a place in the program, making this group 6% of the overall 108 graduate cohort in 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> The ACT Public Service Graduate program continues to be delivered each calendar year. In 2022, 14% of the graduate cohort identified 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.



Northern Territory – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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><i>Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability</i></p>	<p>Ongoing</p> <p>2021-2022 and 2022-2023</p> <p>(Ongoing)</p> <p>Ongoing</p> <p>Annual (Ongoing)</p>	<ul style="list-style-type: none"> • Number of initiatives and events delivered/implemented annually. • Strategy implemented and evaluation delivered 2022/23. • Number of DRG meetings held annually. • DAPs reporting to Office for Commissioner for Public Employment (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> <p>1)</p> <ul style="list-style-type: none"> • Six virtual and 2 face to face events were available to employees through NTPS memberships to Diversity Council of Australia, Australian Network on Disability and Pride in Diversity. • OCPE established a Disability Confident Recruiter e-learn module to join a suite of online disability confident training for all employees. <p>2)</p> <ul style="list-style-type: none"> • Strategy 2018-2022 implemented and evaluated in 2022. • A new strategy is in development, due for release in late 2023. <p>3)</p> <ul style="list-style-type: none"> • Two meetings held. • A new DRG with revised ToR and strengthened governance structure to be implemented in late 2023, in line with a new disability employment strategy. <p>4a)</p> <ul style="list-style-type: none"> • Annual DAP reporting process implemented. <p>4b)</p> <ul style="list-style-type: none"> • The 2021-2022 People Matter Survey records employee engagement declined from 64.5% to 61% for people with disability. • Employee satisfaction declined from 65% to 62%. Declines are in line with overall NTPS engagement and job satisfaction. 	<p>■ On track</p> <ul style="list-style-type: none"> • Two events in reporting period • Strategy implementation on track, evaluation to commence • Five DRG meetings held • Annual reporting process implemented



Northern Territory – Employment

Action	Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 Status and Progress	
Objective 2 - Improve the transition of young people with disability from education to employment.					
2.1	<p>Northern Territory Public Service (NTPS) Traineeships</p> <ol style="list-style-type: none"> NTPS Disability Employment Program traineeship opportunities promoted and marketed directly to NT school-leavers with disability. NTPS Graduate trainee opportunities promoted and marketed directly to Charles Darwin University students. <p><i>Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	<p>Annual (Ongoing)</p> <p>Annual (Ongoing)</p>	<ul style="list-style-type: none"> Number of school-leavers with disability undertaking a NTPS traineeship. Number of graduates with disability employed as a graduate trainee. 	<p>■ On track</p> <ul style="list-style-type: none"> Two trainees with disability participated in a traineeship in 2023. Nil graduates with disability in the 2022-2023 period. 	<p>■ Some delays</p> <ol style="list-style-type: none"> Nil in the reporting period. One in the reporting period.



Northern Territory – Employment

Action		Timeline	Indicator(s)	2022-2023 Status and Progress	2021-2022 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> <p><i>Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	2021-2024 (Ongoing)	<ul style="list-style-type: none"> An increase of successful completion of the NTCET (Modified). 	<p>■ On track</p> <ul style="list-style-type: none"> 37 students received a modified NT Certificate of Education and Training (NTCET) in 2022: <ul style="list-style-type: none"> 16 Aboriginal, 21 non-Aboriginal. Students eligible to access modified pathways as they transition from middle schooling to senior schooling are identified through the NCCD. Working is being undertaken to provide opportunities for students to achieve credits towards their NTCET when supported in transitional work experience programs. Professional learning is being provided to senior staff on the flexibilities of modified programs and support in the implementation of modified subjects. 	<p>■ On track</p> <ul style="list-style-type: none"> In 2021, 18 students completed a modified NT Certificate of Education and Training.
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> <p><i>Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment</i></p>	2021-2024	<ul style="list-style-type: none"> Number of students with disability with Individual Transition Plans. 	<p>■ On track</p> <ul style="list-style-type: none"> For period 1 July 2022 to June 2023 a total of 103 students completed transition plans. 25 students from Darwin and 13 from Alice Springs currently participate in the transition from school Supported Work Experience program (with 10 students on a wait list). These placements provide work and build capacity in the workplace. 	<p>■ On track</p> <ul style="list-style-type: none"> 78 students have Individual Transition plans.



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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Australian Government – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
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> <p><i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i></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>Department of Social Services</p> <ul style="list-style-type: none"> The ACOLA Report 'Ensuring Occupations are Responsive to People with Disability' including a Best Practice Guide and Action Plan is available on the Disability Gateway. The Community Attitudes Survey due to be published later in 2023 will be used to inform and prioritise engagement with key stakeholders responsible for the development of professional workforces to build their disability confidence throughout 2024. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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> <p><i>Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles</i></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>■ Completed</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> Children and Young People with Disability Australia were awarded a grant to establish The DREAM Employment Network, which bridges the gap between young people with disability who want to work, and forward-thinking employers who recognise that diversity fosters creativity, innovation, and success. This was launched in September 2023. Outcomes will be monitored through the grant. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Government – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
Objective 4 – Improving community attitudes to positively impact on Policy Priorities under the Strategy.					
<p>4.1</p>	<p>Measure change in community attitudes 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> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	<p>By June 2022</p>	<ul style="list-style-type: none"> Wave 1 of Australia's Disability Strategy Survey is completed. 	<p>■ Completed</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> The data for Wave 1 was received in March 2023. Drawing on the data, reporting on the community attitude outcome measures will occur in early October 2023. 	<p>■ Some delays</p> <ul style="list-style-type: none"> January 2022 – The Australian National University (ANU) contracted to deliver waves one and two of the Survey. Wave one to be in field by September 2022. Data from wave one expected early 2023.



New South Wales – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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</p>	<p>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.</p> <p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	<p>2022 onwards</p>	<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. 	<p>■ On track</p> <ul style="list-style-type: none"> The Department of Education’s Communications and Engagement team has received training to understand accessibility in communications. We have trained 71% of staff as of June 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



New South Wales – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.2	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Website hits and downloads. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.

Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.

2.1	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability</i></p>	2022	<ul style="list-style-type: none"> Survey outcomes. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Awaiting release of the Australia's Disability Strategy survey on community attitudes which is due in October 2023. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Pending Australian Government finalisation of Community Attitudes survey (Australian Government action 4.1 above refers).
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New South Wales – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.2	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • NSW Health DIAP and annual report on activity and outcomes. 	<p>Some delays</p> <ul style="list-style-type: none"> • NSW Health has actively contributed to Recommendation 4 of the NSW Premier’s Disability Priority Review (“improve recruitment guidance and practices”) via the established governance structure. • The outputs of this recommendation will be embedded in NSW Health policies and procedures during 2023–2024.
				<p>On track</p> <ul style="list-style-type: none"> • 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.



New South Wales – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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://dcj.nsw.gov.au/community-inclusion/disability-and-inclusion/disability-inclusion-action-plan/projects/youth-justice-dap-action-3-2---disability-resource-tool-kit.html</p> <p><i>Linked to Community Attitudes Policy Priority 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability</i></p>	<p>2021 – 2024</p>	<ul style="list-style-type: none"> Department of Communities and Justice DIAP and annual report on activity and outcomes 	<p>■ On track</p> <ul style="list-style-type: none"> The building of the disability responsiveness toolkit is currently underway under the Youth Justice Practice Portal. Youth Justice will partner with First Peoples Disability Network in development of a video resource to support young Aboriginal people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



New South Wales – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	<p>2021 – ongoing</p>	<ul style="list-style-type: none"> Transport for NSW DIAP annual report on activity and outcomes. 	<p>■ On track</p> <ul style="list-style-type: none"> Ongoing ATAC meetings are informing future service planning. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



New South Wales – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
Objective 3 – Increase representation of people with disability in leadership roles.					
3.1	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2022	<ul style="list-style-type: none"> Number of initiatives identified in review of DIAPs of agencies and local councils. 	<p>■ On track</p> <ul style="list-style-type: none"> A report to the NSW Government is tabled in Parliament each year, and published. The Department of Communities and Justice provides webinars to departments and councils to enhance DIAPs and DIAP reporting. 	<p>■ On track</p> <ul style="list-style-type: none"> An annual Disability Inclusion Action Plan progress report for all departments and councils is published annually.
Objective 4 – Improving community attitudes to positively impact on Policy Priorities under the Strategy.					
4.1	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2021 ongoing	<ul style="list-style-type: none"> ADS Outcome Dashboard – annually. 	<p>■ On track</p> <ul style="list-style-type: none"> NSW reviewed the Disability Inclusion Act and revised the NSW Disability Inclusion Plan. The revised plan is available from the link below: NSW Disability Inclusion Plan 2021–2025 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



New South Wales – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></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>■ On track</p> <ul style="list-style-type: none"> Governance structure developed to support national and state disability policy agenda. Collaborative work continues between State Government agencies, NSW Ageing and Disability Commissioner and Disability Council NSW. 	<p>■ Some delays</p> <ul style="list-style-type: none"> The Ageing and Disability Commissioner has commenced consultations with stakeholders to inform its standing review of Australia's Disability Strategy implementation in NSW.



New South Wales – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.3	<p>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>Disability Council NSW</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2022	<ul style="list-style-type: none"> Disability Council NSW reports and communiques. 	<p>■ On track</p> <ul style="list-style-type: none"> The Disability Council has presented at the Local Government NSW (LGNSW) forum. A report on the Councils Activity for 2021–2022 is available in the NSW Disability Inclusion Plan 2021–2025: <p>[Link: https://dcj.nsw.gov.au/content/dam/dcj/dcj-website/documents/community-inclusion/advisory-councils/disability-council-nsw/publications/communiques/Disability-Council-NSW-2022-achievements.docx]</p> <ul style="list-style-type: none"> LGNSW is the peak body for local government in NSW. 	<p>■ On track</p> <ul style="list-style-type: none"> Disability Council NSW communiques are published after each meeting. The next forum is planned with local government for September 2022.
4.4	<p>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><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	October 2023 – December 2024	<ul style="list-style-type: none"> To be determined in response to recommendations. 	<p>■ On track</p> <ul style="list-style-type: none"> NSW agencies have participated in multiple DRC hearings and provided a whole of government submission for the DRC to consider. 	<p>■ Paused</p> <ul style="list-style-type: none"> Planning has commenced.



Victoria – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Policy Priority Community Attitudes 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability</i></p>	To 2025	<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> <ul style="list-style-type: none"> • Experience of employees with disability who responded to the 2022 People Matter Survey published on the Victorian Public Sector Commission website; includes experience of workplace adjustments and progress toward disability employment targets. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Victoria – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
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. <p><i>Linked to Policy Priority Community Attitudes 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability</i></p>	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> <ul style="list-style-type: none"> Launched second Whole-of-Victorian-Government Disability Awareness eLearn on Workplace Adjustments in March 2023 and commenced third eLearn on Inclusive Recruitment. 	<p>■ On track</p> <ul style="list-style-type: none"> Launched first Whole-of-Victorian Government (WOVG) disability awareness eLearn on 3 December 2021.



Victoria – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
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> <p><i>Linked to Policy Priority Community Attitudes 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability</i></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> <ul style="list-style-type: none"> Completed pilot mentoring program for employees with disability; continue to offer the 12-month <i>Leading Together, Leadership</i> program for employees with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
Objective 4 – Improving community attitudes to positively impact on Policy Priorities under the Strategy.					
4.1	<p>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> <p><i>Linked to Policy Priority Community Attitudes 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></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>■ Completed</p> <ul style="list-style-type: none"> All Victorian Government departments are progressing with implementing their actions under the plan with consideration to the six systemic reforms. An autism public education campaign will be delivered in 2023–2024 and include a focus on employment. 	<p>■ On track</p> <ul style="list-style-type: none"> <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.



Victoria – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.2	<p>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> <p><i>Linked to Policy Priority Community Attitudes 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	2021–2023	<ul style="list-style-type: none"> • Education resources developed. • Training provided. 	<p>■ On track</p> <ul style="list-style-type: none"> • New education resources have been developed and promoted to members, including ‘accessible meetings and forums’ and ‘creating accessible documents’ factsheets. • Discussions to upload a specific disability e-learn (developed by the VPSC) are currently in progress. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
4.3	<p>Developing accessible information products for identified information needs.</p> <p><i>Linked to Policy Priority Community Attitudes 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	2021–2023	<ul style="list-style-type: none"> • Products developed. 	<p>■ On track</p> <ul style="list-style-type: none"> • Victoria Police applies accessibility principles and a digital-first approach to all new public facing website tools, content development and publishing requests. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
4.4	<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><i>Linked to Policy Priority Health and Wellbeing 1: All health service providers have the capabilities to meet the needs of people with disability</i></p>	2021–2022	<ul style="list-style-type: none"> • Number of people with disability assisted through the program. 	<p>■ Completed</p> <ul style="list-style-type: none"> • The program has responded to more than 31,780 referrals since December 2020 including supporting people with disability to access to more than 17,390 COVID-19 vaccinations. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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 2022–2023 state budget to continue the Disability Liaison Officer (DLO) program in health services.



Victoria – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.5	<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><i>Linked to Policy Priority Community Attitudes 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	Commencing January 2022	<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>Some delays</p> <ul style="list-style-type: none"> The Department of Transport and Planning has reviewed the operation of Travelling in the Shoes of Others. It will recommence with a disability led approach that highlights the capabilities of people with disability. 	<p>Paused</p> <ul style="list-style-type: none"> 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.
4.6	<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><i>Linked to Policy Priority Community Attitudes 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	Ongoing	<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> <ul style="list-style-type: none"> Yarra Trams and Metro Trains Melbourne are maintaining 100 per cent target for training of front-line staff. In addition, both are participating in the Sunflower ‘non-visible disabilities’ initiative. 	<p>On track</p> <ul style="list-style-type: none"> Metro Trains Melbourne and Yarra Trams have reported 100% of front line staff have completed disability awareness training.



Victoria – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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> <p><i>Linked to Policy Priority Community Attitudes 1: Employers value the contribution people with disability make to the workforce, and recognize the benefits of employing people with disability</i></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>■ Completed</p> <ul style="list-style-type: none"> Jobsbank has actively engaged Victorian employers on improving their workplaces for inclusive employment outcomes, including for people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> Jobsbank has engaged 55 industry partners, as at February 2022. This engagement with industry partners will continue in 2022–2023.



Queensland – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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Objective 1 – Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.

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> <p><i>Linked to Employment and financial security Policy Priority 1: Improve employment of people with disability.</i></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> <ul style="list-style-type: none"> 19% of Employer Incentive Payments were for employment of people with disability in the BTW program. Since 1 July 2021, 300 people with disability were supported through revitalised BTW. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.

2.1	<p>Collaborate with NDIA Community Engagement and specialist staff to provide routine information sessions and disability-related professional development to child protection frontline workers</p> <p><i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	June 2023	<ul style="list-style-type: none"> Percentage of frontline workforce participating in information sessions and disability-related professional development. 	<p>■ Completed</p> <ul style="list-style-type: none"> 19 training/information sessions on NDIS delivered to 199 Child Safety staff (including frontline and non-frontline). These sessions will continue are considered business as usual. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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Queensland – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.2	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	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>■ Completed</p> <ul style="list-style-type: none"> Queensland continues to raise awareness and provide targeted training opportunities for both Youth Justice and Child Safety staff, through lunchbox sessions, regular telelinks, and targeted training delivered by the NDIA. Sessions on recognising disabilities in young people have been undertaken by approximately 200 Youth Justice staff (15%); eLearning modules regarding the following topics were undertaken by Youth Justice staff: Intellectual Disability completed by 145 staff (9%); Disabilities and Communication 74 (5%); Neurodisabilities 80 (5%) staff. Face-to-face training about young people with neurodevelopmental disabilities was attended by 87 frontline staff (5%) and 63 (estimated 5%) non-government organisation staff. 	<p>■ On track</p> <ul style="list-style-type: none"> 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. Ongoing activities such as training, regular telelinks, web content and events continue to be undertaken with Child Safety staff to raise awareness.
2.3	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	30 June 2023	<ul style="list-style-type: none"> Training is reviewed and updated. Training is promoted across Custodial and Community Corrections staff. 	<p>■ Completed</p> <ul style="list-style-type: none"> Queensland Corrective Services has incorporated an online module called Diversity Awareness: Disability, into the Custodial Recruit training program, and Community Corrections upfront training. Delivery will commence in June 2023. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.



Queensland – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.4	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability.</i></p>	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. 	<p>■ On track</p> <ul style="list-style-type: none"> New training is currently being co-designed with people with disability, in line with a commitment under Queensland's Disability Plan 2022–27: Together, a better Queensland. 	<p>■ On track</p> <ul style="list-style-type: none"> 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	<p>Promote opportunities for people with disability to participate on Queensland Government boards.</p> <p><i>Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles.</i></p>	30 June 2023	<ul style="list-style-type: none"> Advertisement and recruitment processes for Queensland Government boards are promoted, inclusive and accessible. 	<p>■ Completed</p> <p>Information on opportunities for people with disability to participate on Queensland Government boards is promoted via Queenslands Disability Plan – Queensland's Disability Plan (dsdsatsip.qld.gov.au) and via the Disability, Seniors and Carers eBlast newsletter.</p>	<p>■ On track</p> <ul style="list-style-type: none"> 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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Queensland – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<p>Improve representation of people with disability in leadership roles in the Queensland public sector.</p> <p><i>Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles.</i></p>	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> <ul style="list-style-type: none"> Released the Disabling the barriers to employment in the Queensland Public Sector 2023. The new <i>Public Sector Act 2022</i> provides for more inclusive recruitment processes, and equity and diversity audits and planning. As at March 2023, payroll data indicated that 4.2% of employees in leadership roles classified as Senior Officer (SO), Senior Executive Service (SES) and above levels (and equivalent s122 / s155 roles) identified as living with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Queensland – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 4 – Improving community attitudes to positively impact on Policy Priorities under the Strategy.				
<p>4.1 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> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy.</i></p>	2022–2024	<ul style="list-style-type: none"> • Guide/toolkit developed and disseminated. 	<p>■ On track</p> <ul style="list-style-type: none"> • Toolkit under development, focusing on inclusive language and consultation processes which value individual identity. <p>Codesign resources including videos and fact sheets are promoted via the Queensland Disability Plan website at Queensland's Disability Plan 2022–27 – Queensland's Disability Plan (dcssds.qld.gov.au)</p>	<p>■ On track</p> <ul style="list-style-type: none"> • Toolkit will be developed with a focus on inclusive language and consultation processes which value individual identity (co-design).
<p>4.2</p> <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> <p><i>Linked to Inclusive Homes and Community Policy Priority 5: Transport systems are accessible for the whole community</i></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> <ul style="list-style-type: none"> • Currently working on Phase 2 of the campaign. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Queensland – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.3	<p>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> <p>Tenant stories shared via web content and social media during Disability Action Week (September) annually.</p> <p>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> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	Annual	<ul style="list-style-type: none"> Web and social media analytics to evaluate the effectiveness and reach of content. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> Featured 11 stories from tenants with disability about importance of safe, secure and accessible housing. 3,041 page views on o TenantConnect Homes and housing Queensland Government (www.qld.gov.au) during reporting period. Promotion of community services/initiatives encouraging community connections through, for example, Neighbourhood and Community Centres, My Community Directory, and public libraries.



Queensland – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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><i>Linked to Inclusive Homes and Community Policy Priority 5: Transport systems are accessible for the whole community</i></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> <ul style="list-style-type: none"> • QATAC members are coming to the end of their 3-year term. • The Accessible Transport Network (ATN) will submit options to the Minister for Transport, Main Roads and Minister for Digital Services for the next 3 years. 	<p>■ On track</p> <ul style="list-style-type: none"> • Since its establishment, QATAC has held 6 committee meetings and has been proactive in ensuring authentic consultation is provided with delivery areas.
<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><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></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>■ Completed</p> <ul style="list-style-type: none"> • Queensland Disability Advocacy Program implementation is ongoing. • Providers have been advised that long term funding will be maintained by Queensland Government. • Systemic issues are identified via the Queensland Disability Advocacy Hub. 	<p>■ On track</p> <ul style="list-style-type: none"> • Queensland Disability Advocacy Program designed and \$6 million funding allocated; service provision commenced 1 January 2022. • Systemic advocacy issues identified via Queensland Disability Advocacy Hub (known as Pathways). • Four meetings of Queensland Independent Disability Advocacy Network aimed at improving coordination and referral processes.



Queensland – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.6	<p>Advance market opportunities for First Nations providers to deliver culturally appropriate services to Aboriginal and Torres Strait Islander people living with disability.</p> <p><i>Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	2021–2022	<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>■ Completed</p> <ul style="list-style-type: none"> Between April 2022-June 2023, 63 First Nations NDIS Business Development seminars were delivered across the state to raise awareness of NDIS market opportunities for First Nations people and businesses. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.



Western Australia – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.					
2.1	Inclusive hospital services 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. <i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i>	Ongoing	<ul style="list-style-type: none"> Identified improved process. 	■ Completed <ul style="list-style-type: none"> Four hospital pilots have been completed. Seven “Your Hospital Guides” and “My Hospital Pack” resources have been developed. Disability Health Connect catalogue supports the transition from hospital to community. 	■ On track <ul style="list-style-type: none"> 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.



Western Australia – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.2	<p>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> <p>Providing wallet cards for all WA Police Force Officers and posters for police stations.</p> <p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Provision of training materials. 	<p>■ On track</p> <ul style="list-style-type: none"> 27 sessions for Disability Awareness training. 12 sessions Peer Support Program for Prisoners. A Poster and Wallet information card for frontline WA police. 	<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.

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

4.1	<p>Welcoming communities</p> <p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	Ongoing	<ul style="list-style-type: none"> Identified initiatives. 	<p>■ On track</p> <ul style="list-style-type: none"> DLGSC provided \$100,000 for Kin Disability Advocacy to deliver a Culturally Responsive Transition Support program to address a systemic gap in mental health support for young CaLD people and families. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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South Australia – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i>	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. 	<p>■ On track</p> <ul style="list-style-type: none"> Purchasing from ADEs remains an outcome sought from the Department of Human Services (DHS) Social Procurement Action Plan with DHS working toward making the procurement process more accessible for all participants. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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. <i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i>	2022–2023	<ul style="list-style-type: none"> Increased number of educators completing relevant training on Disability Standards for Education. 	<p>■ On track</p> <ul style="list-style-type: none"> Between July 2022 and March 2023, 781 education staff completed Disability Standards for Education e-learning courses, compared to 1290 staff during the same period in 2021–2022. A training strategy has been developed to improve outcomes. Delays due to internal restructure are currently being addressed. 	<p>■ On track</p> <ul style="list-style-type: none"> 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. Training continues to be promoted across the Department for Education.



South Australia – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.2	<p>Promote awareness of existing initiatives that support volunteer involving organisations to be more inclusive of volunteers with disability.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	Ongoing	<ul style="list-style-type: none"> Promotion of initiatives. 	<p>■ On track</p> <ul style="list-style-type: none"> The Volunteer ability's' Inclusive Toolkit was launched on 31 May 2023. The Department of Human Services is promoting the use of the Toolkit for use by actively engaging with stakeholders to enhance its uptake. 	<p>■ On track</p> <ul style="list-style-type: none"> 70% of state authorities are facilitating meaningful volunteer opportunities for people with disability through initiatives such as the Volunteer ability program, 'Talking About Your disability, Your Way' Guide; customised role descriptions.

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

3.1	<p>Review the function of the Disability Engagement Group (DEG) and include a focus on developing advisory and leadership skills of members.</p> <p><i>Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles</i></p>	2023	<ul style="list-style-type: none"> Revised Terms of Reference. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> Department of Human Services has completed the review of the Disability Engagement Group and a new 12-member group commenced meetings in February 2022.
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Objective 4 – Improving community attitudes to positively impact on Policy Priorities under the Strategy.

4.1	<p>Develop and launch a state-wide public awareness campaign to improve community understanding and awareness of what it means to live with a disability.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2021–2022	<ul style="list-style-type: none"> Undertake post-campaign community consultation to determine community-shift in thinking about living with disability. 	<p>■ Completed</p> <ul style="list-style-type: none"> A post-campaign focus group indicated a positive change in understanding and awareness about what it means to live with disability. Attendees' highlighted general misconceptions of disability were improved. 	<p>■ On track</p> <ul style="list-style-type: none"> On 1 July 2022, the South Australian Government launched a state-wide disability awareness campaign across various media (socials, print, TV, radio) and will undertake a consultation thereafter to gauge community-shift.
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South Australia – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.2	<p>Improve community understanding and awareness about the rights and needs of people living with disability on public transport.</p> <p><i>Linked to Inclusive Homes and Communities Policy Priority 5: Transport systems are accessible for the whole community</i></p>	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. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> A Customer Information Standards guide has been developed reflecting standardised signage in place across transport modes to promote consistency. Investigation into internal side exit announcements on train services is complete.
4.3	<p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	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. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> Department of Human Services launched the Guidelines in November 2021. They have been shared publicly with media professionals and universities with a view to shift the narrative about living with disability.
4.4	<p>Improving community understanding and awareness by promoting and convening Parent Forums for parents and families of children and students with disability.</p> <p><i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	Ongoing – 2022	<ul style="list-style-type: none"> Increased participation by parent and families. 	<p>■ On track</p> <ul style="list-style-type: none"> 3 Forums were held with a total of 150 registrations and 33 attendees at the one forum. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Tasmania – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
Objective 4 – Improving community attitudes to positively impact on Policy Priorities under the Strategy.					
4.1	<p>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.</p> <p><i>Linked to Community Attitudes Policy priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	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>■ Some delays</p> <ul style="list-style-type: none"> • Tasmania’s Interim Disability Commissioner commenced in January 2023 and is tasked with fully scoping the role and functions of a Disability Inclusion Commissioner. • Functions and powers of the Commissioner will be included in a new Act. • The first draft of the Disability Inclusion Bill has now been issued and consultation on the Bill will commence in mid–2023. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
4.2	<p>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.</p> <p><i>Linked to Community Attitudes Policy priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2021 2023	<ul style="list-style-type: none"> • Consultation on the Disability Services Act has occurred. • Legislation enacted 	<p>■ Some delays</p> <ul style="list-style-type: none"> • The review of the Disability Services Act 2011 (Tas) has been completed with feedback collated into a review outcomes report and used to inform the drafting of a new Act. • The draft of the Disability Inclusion Bill has now been issued and consultation on the Bill will commence August 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> • Consultation is completed. It is expected drafting of legislation will occur in the later half of 2022.



Tasmania – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.3	<p>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.</p> <p><i>Linked to Community Attitudes Policy priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2022	<ul style="list-style-type: none"> • Accessible Island Disability Framework for Action released. • Tasmanian Government Agencies release revised Disability Action Plans. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • Final draft report on <i>Accessible Island 2021</i> completed. • Delay in developing new framework due to government agency restructure, COVID pandemic and review of the Disability Service Act 2011 (Tas). • Planning commenced to develop a new action plan for 2024–2025. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
4.4	<p>Continue to build on the gains made through the Disability Justice Plan for Tasmania as key component of the next iteration of Accessible Island.</p> <p><i>Linked to Community Attitudes Policy priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2022	<ul style="list-style-type: none"> • Identify new actions for inclusion in Tasmania's Disability Framework for Action. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • The Department of Justice has re-established a cross-agency Disability Justice Working Group. • Draft actions are being developed and further consultation is planned. 	<p>■ On track</p> <ul style="list-style-type: none"> • Internal work has commenced. Actions to be developed in consultation with the Department of Justice Community Reference Group and other agencies.
4.5	<p>Promote greater awareness and understanding through the development of Tasmanians first Carers Recognition legislation.</p> <p><i>Linked to Community Attitudes Policy priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	2023	<ul style="list-style-type: none"> • Legislation enacted. 	<p>■ Completed</p> <ul style="list-style-type: none"> • The <i>Carers Recognition Bill 2022</i> unanimously passed through the House of Assembly in November 2022 and the Legislative Council in March 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> • The <i>Carer Recognition Bill 2022</i> was tabled in the Parliament on 15 June 2022.



Australian Capital Territory – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 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.</p> <p><i>Linked to Community Attitudes Policy Priority 4- Improving community attitudes to positively impact on Policy Priorities under the Strategy</i></p>	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. 	<p>■ Completed</p> <ul style="list-style-type: none"> • Proposed date for the Chief Minister’s Inclusion Awards is 6 December 2023. • Over 90 nominations were received for the 2022 Inclusion Awards held 6 December 2022 with 360 people in attendance. • Keynote speaker was 2022 Australian of the Year Dylan Alcott OAM. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.				
<p>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability</i></p>	In progress	<ul style="list-style-type: none"> • A Disability Health Strategy is developed and implemented by 2022. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • The Disability Health Strategy is due to be launched later in 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Australian Capital Territory – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Safety Rights and Justice Policy Priority 4: People with disability have equal access to justice</i></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. • The achievement of the three goals of the Strategy: • People with disability are safe and their rights are respected. • The ACT has a disability responsive justice system. • Change is measured and achieved. 	<p>■ On track</p> <ul style="list-style-type: none"> • The First Action Plan for the Disability Justice Strategy is expected to be completed by the end of 2023, and the Second Action Plan is under development. • Annual progress reports are available at Disability Justice Strategy – Community Services (act.gov.au) 	<p>■ On track</p> <ul style="list-style-type: none"> • Implementation of the Disability Justice Strategy continues and the first 2 annual reports outlining progress are available <p>[Link: www.communityservices.act.gov.au/disability_act/disability-justice-strategy]</p>



Australian Capital Territory – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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><i>Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles</i></p>	Ongoing	<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>■ Completed</p> <ul style="list-style-type: none"> The Disability Reference Group (DRG) is actively supported by the Office for Disability. DRG workplan and up to date meeting outcomes can be found on the DRG dedicated at Disability Reference Group – Community Services (act.gov.au) Representation of people with disability on advisory councils is reported in the ACT Government Community Services Directorate annual report. 	<p>■ On track</p> <ul style="list-style-type: none"> Disability Reference Group meetings were held in February, April and June 2022, with meeting communiques available online. <p>[Link: www.communityservices.act.gov.au/disability_act/disability-reference-group/drg-communiques]</p>



Australian Capital Territory – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<p>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> <p><i>Linked to Community Attitudes Policy Priority 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.</i></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>■ Completed</p> <ul style="list-style-type: none"> • As of 30 May 2023, there were 291 registered users with disability on the Diversity Register, out of a total 2,478 people. • There were 34 vacancies advertised through the Diversity Register in the 2022–2023 period. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.

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

4.1	<p>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> <p><i>Linked to Inclusive Homes and Community Policy Priority 3: People with disability are able to fully participate in social, recreational, sporting, religious and cultural life.</i></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>■ Completed</p> <ul style="list-style-type: none"> • The Disability Inclusion Grants program continues to annually allocate \$100,000 to community groups, not-for-profit organisations and small businesses to implement diverse initiatives that reduce barriers and improve the participation of people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
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Australian Capital Territory – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.2	<p>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> <p><i>Linked to Community Attitudes Policy Priority 4: Improving Community attitudes to positively impact on Policy Priorities under the Strategy.</i></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>■ Completed</p> <ul style="list-style-type: none"> • Community organisation GetAboutAble facilitated the 2022 I-Day Grant program with 12 applications received. • 8 applicants received funding to deliver a range of events and programs to celebrate I-Day. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
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> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	In progress	<ul style="list-style-type: none"> • DAIPs are implemented. 	<p>■ On track</p> <ul style="list-style-type: none"> • Disability Justice Strategy staff arranged training on “how to develop a Disability Action and Inclusion Plan (DAIP)” for government departments and justice agencies. • Some DAIPs are finalised and are being implemented (e.g. ACT Courts and Tribunal DAIP and Canberra Health Services DAIP). Others are in development. 	<p>■ On track</p> <ul style="list-style-type: none"> • ACT Corrective Services has launched its Disability Action Inclusion Plan (DAIP). Other justice agencies are currently developing their DAIPs.



Australian Capital Territory – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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> <p><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Professional learning opportunities are provided to ACT public school staff annually. 	<p>■ On track</p> <ul style="list-style-type: none"> The Education Directorate continues to offer “Let’s Talk Disability” awareness sessions, with planning underway for the 2023–2024 financial year. Education ran three “Let’s Talk Disability” sessions in 2022 and have two sessions planned for 2023. School based staff can access extensive professional learning in inclusive education and access allied health experts and funding to help. make school environments accessible. Community consultation and research has been undertaken to inform an Inclusive Education Strategy, which is currently under development. 	<p>■ On track</p> <ul style="list-style-type: none"> 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. 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.
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> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></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>■ Some delays</p> <ul style="list-style-type: none"> Co-designed consultation completed in August 2022. Listening report published in May 2023. ACT Disability Strategy and 1st Action Plan have been drafted, with input from key stakeholder organisations and government agencies. ACT Disability Strategy is anticipated to be released in late 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> Community consultation was undertaken between March – July 2022 to inform the development of the ACT Disability Strategy.



Northern Territory – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 Northern Territory Public Sector (NTPS) as an exemplar employer</p> <p>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.</p> <p><i>Linked to Community Attitudes Policy Priority 1: Employers value the contribution people with disability make to the workforce and recognise the benefits of employing people with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Number of NTPS inclusion and diversity initiatives and events delivered/implemented annually. 	<p>■ On track</p> <ul style="list-style-type: none"> The Commissioner for Public Employment promoted specific days of observance that fit the NTPS commitment to inclusion and diversity through sector wide internal communications. Some days of observance were acknowledged with relevant training and information events through NTPS memberships with Australian Network on Disability/Diversity Council Australia/Pride In Diversity. One event was held in the 2022–2023 period. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Two NTPS events held in the reporting period.
<p>1.2 Northern Territory Public Sector sponsorship</p> <p>Contribution to:</p> <ul style="list-style-type: none"> Australian Network on Disability Conference annual conference. National Disability Services (NDS) annual NT Disability and Inclusion Awards. <p><i>Linked to Community Attitudes Policy Priority 1: Employers value the contribution people with disability make to the workforce and recognise the benefits of employing people with disability</i></p>	Annual	<ul style="list-style-type: none"> Sponsorship provided. 	<p>■ Completed</p> <ul style="list-style-type: none"> Sponsorship provided to the National Disability Service in the 2022–2023 period. 	<p>■ On track</p> <ul style="list-style-type: none"> Complete for 2021–22: sponsorship provided.



Northern Territory – Community Attitudes

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.					
<p>2.1</p>	<p>Inclusion Self Reflection Tool</p> <p>Develop and implement reflection tools and processes to support schools to become more inclusive through their improvement planning.</p> <p><i>Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability</i></p>	<p>2021–2024</p>	<ul style="list-style-type: none"> Increase in children and students reporting they feel included in their learning environments. 	<p>■ On track</p> <ul style="list-style-type: none"> In the 2022–2023 period, 72% of the students who took part in the Northern Territory School Survey agreed or strongly agreed with the statement 'I feel included in my learning environment', consistent with 2021–2022. The Department of Education continues to work with an Expert Reference Group to understand best practice in inclusion reform for education and a Principal's Reference Group to understand the needs and context of Northern Territory schools. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.'



Northern Territory – Community Attitudes

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.2	<p>Build educator capacity in inclusive practice</p> <p>Develop and implement professional learning resources to support educators in providing inclusive learning environments.</p> <p>Investigate and implement methods to improve inclusive teaching practice through tertiary studies at the vocational education and training, and university levels.</p> <p><i>Linked to Community Attitudes Policy Priority 2: build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	2021–2024	<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. 	<p>■ On track</p> <ul style="list-style-type: none"> • 176 educators took part in facilitated online training courses in the 2022–2023 period. • Attachment and Trauma Theory was the most highly attended course, followed by Understanding and Supporting Behaviour. • 137 Professional Learning requests from schools in the 2022–2023 period provided training on various topics aimed at supporting inclusion and engagement of diverse learners. • Training and moderation sessions for the Nationally Consistent Collection of Data of School Students with Disability (NCCD) were offered both face to face and online for remote networks of schools. • In 2022–2023, 328 teachers and school leaders took part in this training. 	<p>■ On track</p> <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	<p>NTPS early careers and school leaver programs</p> <p>Promotion of programs to NT school-leavers and university graduates with disability.</p> <p><i>Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles</i></p>	Annual	<ul style="list-style-type: none"> • Number of NT school leavers and graduates with disability securing a NTPS traineeship or graduate trainee position. 	<p>■ On track</p> <ul style="list-style-type: none"> • Two trainees with disability were undertaking a traineeship in 2023. • Nil graduates with disability in the reporting period. 	<p>■ Paused</p> <ul style="list-style-type: none"> • 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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Australian Government – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 1 – Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
<p>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.</p> <p><i>Linked to Personal and Community Support: Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	<p>January 2022 – December 2022</p>	<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. 	<p>■ Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> Timelines for the service system gap analysis are being revised to ensure project aligns with complementary government initiatives, i.e. National Disability Insurance Scheme Review, National Autism Strategy and Early Years Strategy. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Initial scoping work has been undertaken. Further consultations to be undertaken to inform project.
<p>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability</i></p>	<p>January 2022 – June 2024</p>	<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. Number of professionals who undertake training and/or utilise resources. % professionals satisfied with training or resources (survey). 	<p>■ Paused</p> <p><i>Department of Health and Aged Care</i></p> <ul style="list-style-type: none"> Completed scoping and gap analysis on existing tools, resources and training for primary health care professionals and parents and carers, on early detection of disability or developmental concerns). Further work on Action 1.2 is on hold until later in 2023, pending DSS' further progress on Action 2.4; outcomes of the NDIS Review; and development of the Early Years Strategy. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Government – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
<p>1.3</p>	<p>Improve culturally safe and appropriate developmental screening tool</p> <p>Improve the span of a culturally safe and appropriate developmental screening tool for Aboriginal and Torres Strait Islander children to increase developmental screening rates.</p> <p><i>Linked to Personal and Community Support: Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	<p>January 2022 – June 2022</p>	<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. 	<p>■ Completed</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> • The project was completed and made live in June 2023. • The updated Ages and Stages Questionnaire – Talking about Raising Aboriginal Kids (ASQ-TRAK) improves capacity for screening, diagnosis and surveillance, and improves timely access to appropriate supports for children and their families. • The tool is being used within First Nation communities and adopted by Aboriginal Community Controlled Health Services; government health services; education services; and community services. <p>ASQ-TRAK – STRONG kids, STRONG future (strongkidsstrongfuture.com.au)</p>	<p>■ Some delays</p> <ul style="list-style-type: none"> • 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.



Australian Government – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></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>Department of Education</p> <ul style="list-style-type: none"> • Online resources are in final stages of testing and are expected to be published in the third quarter of 2023. • Pilot professional learning workshops for educators will commence in Semester 2, 2023 to support the use of the resources. 	<p>■ On track</p> <ul style="list-style-type: none"> • Discovery phase and stakeholder consultation completed. • Co-design began July 2022. • Agreement for professional learning pilot made in June 2022.



Australian Government – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
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>Update online resources for parents and carers 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><i>Linked to Personal and Community Support Policy Priority 3 The role of informal support is acknowledged and supported</i></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. Online hit rates. 	<p>■ Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> Commencement delayed to ensure alignment with other government priorities including new Early Years Strategy. Implementation to recommence late 2023 with online resources to be finalised in 2024. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Progress for 2021–22 was halted. Implementation to recommence late 2022.



Australian Government – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 Disability Discrimination Act 1992, and extension of the Disability Standards for Education 2005 (DSE) to include ECEC. This will be progressed as part of implementation of recommendations of the 2020 Review of the DSE.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></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 Disability Standards for Education 2005 are amended to include ECEC. 	<p>■ On track</p> <p>Department of Education</p> <ul style="list-style-type: none"> • In September 2022 and June 2023 the Australian Children's Education and Care Quality Authority (ACECQA) published new resources for ECEC providers and services to better understand their obligations under the Disability Discrimination Act 1992. <p>Disability Discrimination Act 1992 (DDA) resources ACECQA</p>	<p>■ On track</p> <ul style="list-style-type: none"> • Information products for parents/carers and ECEC service providers have been completed and will be released shortly. • An Exposure Draft of amendments to the DSE has been prepared for initial consultation with key stakeholders.



Australian Government – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></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>Department of Education</p> <ul style="list-style-type: none"> • The Agreement was executed in December 2021 and provides funding for children in the year before school to access preschool, including children with disability. • Work is underway to improve data on preschool participation and improving future data collection through the National Collection. 	<p>■ On track</p> <ul style="list-style-type: none"> • Research is underway on preschool participation and outcomes for children with disability, and options to improve data collection under the Agreement



Australian Government – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.4	<p>Review guidance for best practice early intervention</p> <p>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><i>Linked to Personal and Community Support: Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	July 2022 – December 2023	<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 • % of parents and carers satisfied • % of key professionals satisfied. 	<p>■ Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> • A joint workshop with a cross section of stakeholders was co-convened by the Department of Social Services and National Disability Insurance Agency in June 2023. • The outcomes from this workshop were provided to the NDIS Review and the Early Years Taskforce and is informing the scoping of the review of guidance for best practice early intervention, which is expected to commence before the end of 2023. 	<p>■ Future start</p>



Australian Government – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.5 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><i>Linked to Education and Learning: Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></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>■ Completed</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> Resources were published in 2023 and are being promoted to educators and teachers through relevant networks. <p>Early Childhood Targeted Action Plan Department of Social Services, Australian Government (dss.gov.au)</p>	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.

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 Recommendation report on programs to best support diverse cohorts</p> <p>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><i>Linked to Personal and Community Support Policy Priority 3: The role of informal support is acknowledged and supported</i></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>■ Completed</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> The final report was provided by Whereto Consulting in late 2022. The project findings (Summary Report and Easy Read) are now published and made available on the Department of Social Services' website. <p>Early Childhood Targeted Action Plan (Early Childhood TAP) Department of Social Services, Australian Government (dss.gov.au)</p>	<p>■ Some delays</p> <ul style="list-style-type: none"> Whereto 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.
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Australian Government – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<p>Pilot a peer-led support program</p> <p>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><i>Linked to Personal and Community Support Policy Priority 3: The role of informal support is acknowledged and supported</i></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. • Number of participants per site. • % of parents and carers satisfied with program delivery. 	<p>■ Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> • Preparation for the grant round to commence in the second half of 2023. 	<p>■ Future start</p>



New South Wales – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 1 – Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
<p>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.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	2022	<ul style="list-style-type: none"> NSW Disability Stakeholder Forum outcomes paper. 	<p>■ Paused</p> <ul style="list-style-type: none"> NSW Disability Stakeholder forum on mainstream interface and referral pathways scheduled for Q4, 2023 	<p>■ On track</p> <ul style="list-style-type: none"> Forum planned for quarter 3-4 of 2022–2023.
<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.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	2021 Ongoing	<ul style="list-style-type: none"> Status of ChildStory records. 	<p>■ On track</p> <ul style="list-style-type: none"> System enhancements have been made to record general disability, and NDIS related information. 	<p>■ On track</p> <ul style="list-style-type: none"> System changes have been implemented and routine disability data upload is in place.



New South Wales – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability</i></p>	2021 – 2025	<ul style="list-style-type: none"> Numbers of staff trained. Numbers of ACCOs. Growth in investment. 	<p>■ Paused</p> <ul style="list-style-type: none"> Has not started, and there is no current indication the ACFIS strategy will be implemented. AGREEACCO development and capacity building has progressed through other initiatives outside of the ACFIS. 	<p>■ Paused</p> <ul style="list-style-type: none"> 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>2.2</p> <p>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.</p> <p><i>Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	2021	<ul style="list-style-type: none"> Numbers accessing site. 	<p>■ Completed</p> <ul style="list-style-type: none"> The parents/carers hub provides concise, actionable information for parents and carers of students with disability regarding the supports that are available, how to access them, and timelines for making requests. 	<p>■ On track</p> <ul style="list-style-type: none"> The creation and content development of parents/carers hub specifically for families with a child with additional learning and support need. There are also the following pages that were developed for the hub: <ul style="list-style-type: none"> Planning for early childhood education Choosing an early childhood education provider Support and adjustments in early childhood education



New South Wales – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 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><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	<p>Ongoing</p> <p>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> <ul style="list-style-type: none"> Increased school attendance and achievement. Data not currently tracked on specific health outcomes. Lower numbers of Aboriginal children entering the child protection system. Data not currently tracked Improved health of Aboriginal children and young people. Specific data not currently tracked, but children attending ACFCs receive a health and development checks. The ACFC team is working on procuring a consultant to develop outcome measures for children engaging with ACFCs, the above indicators are planned to be included in this work. Data reported (2021–2022)- Aboriginal Child and Family Centres: <ol style="list-style-type: none"> Total number of children attended: 764 children Total number of children in attendance identifying as Aboriginal: 606 children Total number of children in attendance with a disability: 98 children Total number of children in attendance in OOH programs: 153 children 	<p>■ On track</p> <ul style="list-style-type: none"> 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. 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.



Victoria – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 1 – Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
<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><i>Linked to Policy Priority Personal and Community Support 1: People with disability are able to access supports that meet their needs</i></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>■ Completed</p> <ul style="list-style-type: none"> • The Family Services Specialist Disability Program was implemented in 2021, is statewide and funded until 30 June 2024. • The Program supports families to access NDIS, secure disability supports and builds NDIS/disability capacity across the child and family service system. • During 2021–2022 the program, case managed 606 families and 968 children. • Evaluation identifies that the program is empowering families, enhancing sustainable care and improving system capacity. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Victoria – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. • 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><i>Linked Policy Priority Education and Learning 1: Children with disability can access and participate in high-quality early childhood education and care</i></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> <ul style="list-style-type: none"> • KIS and PSFO continue to support services to make necessary adaptations to ensure that kindergarten programs are inclusive of children with additional needs. • This includes the provision of the Specialised Equipment Program which loans equipment such as standing frames, and hoists, that enable children to participate in learning alongside their peers. • In addition, the Victorian Government introduced free kindergarten for Three-Year-Old and Four-Year-Old Kindergarten through the Best Start Best Life reforms. • Anecdotal feedback from parents and services indicate that this is particularly supportive of families that are managing additional costs associated with meeting children’s additional developmental needs. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Victoria – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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 Early Parenting and Family Services</p> <p>The Children with Complex Disability Support Needs program:</p> <p>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.</p> <p>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> <p>Funding: \$5.037 million</p> <p><i>Linked Policy Priority Safety Rights and Justice 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></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>■ Completed</p> <ul style="list-style-type: none"> KIS, PSFO, and the Specialised Equipment Program continue to support kindergartens to include children with additional needs. Free kindergarten for participating services has removed the burden of fees for families. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Victoria – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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 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> <p>The program connects families in local communities to participate in:</p> <p>Peer support groups.</p> <p>Education or information sessions.</p> <p>Individual support from a qualified coordinator.</p> <p>Funding: \$680,000 annually</p> <p><i>Linked to Policy Priority Personal and Community Support 3: The role of informal support is acknowledged and supported</i></p>	Ongoing	<ul style="list-style-type: none"> • The SPSP aims to achieve the following outcomes: • 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> <ul style="list-style-type: none"> • SPSP continues to provide much needed support to families. • The size of the program (less than 1FTE per provider) makes it difficult to recruit and impacts availability of the program across the state. • To support new and existing SPSP Coordinators in their service delivery to families, DFFH has funded Noah’s Ark to develop a practice guide for the program. This will assist SPSP coordinators to deliver evidence-based practice approaches to supporting families with children with a disability or developmental delay. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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. • Approximately 400 peer support groups operate per year.



Queensland – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 1 – Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
<p>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.</p> <p>Targeted training and resources will be tailored to the needs of children in priority population groups.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care.</i></p>	<p>January 2022 – December 2024</p>	<ul style="list-style-type: none"> • Training and resources promoted broadly and targeted to Early Childhood Education and Care services. 	<p>■ On track</p> <ul style="list-style-type: none"> • All kindergartens receive the Inclusion Ready subsidy and can access the Kindy Inclusion Service. • Over 900 kindergartens receive Kindy Uplift. • EYC training is being reviewed. 	<p>■ On track</p> <ul style="list-style-type: none"> • track • Capability sessions conducted for regional officers to share new resources, good practice examples and highlight relevant legislation.
<p>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.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	<p>January 2022 – December 2024</p>	<ul style="list-style-type: none"> • Best practice guide developed and evaluated. 	<p>■ On track</p> <ul style="list-style-type: none"> • In 2023, Early Years Places will utilise the Quality Self-Assessment and Reflection Tool (QSART) to identify improved practice and/or need for additional support, training and resourcing. 	<p>■ On track</p> <ul style="list-style-type: none"> • Best practice guide currently in development.



Queensland – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.3	<p>Facilitate connections between ECDP, kindergartens, schools, NDIS and Early Years Places to ensure successful transitions for children with disability.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care.</i></p>	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. 	<p>■ On track</p> <ul style="list-style-type: none"> In 2023, Early Childhood staff ran sessions for ECDPs, Early Years Places and Kindergartens to provide information on inclusion funding, positive transitions and opportunities to partner and support children. 	<p>■ On track</p> <ul style="list-style-type: none"> Key messaging provided and reinforced for services to support relationship development. Awaiting reporting period to review outcomes.
1.4	<p>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.</p> <p><i>Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability.</i></p>	30 June 2023	<ul style="list-style-type: none"> Percentage of children/families with disability supported through the program. 	<p>■ Completed</p> <ul style="list-style-type: none"> Between 1 July 2022 to 30 June 2023, 10,839 parents of children aged 0-12 years have taken part in face-to-face sessions of the Stepping Stones program in Queensland. The Stepping Stones program is ongoing and is embedded in practice. The Australian Government is now funding the online Triple P programs. Triple P International will continue to train practitioners on how to deliver the Stepping Stones program face-to-face, in Queensland. 	<p>■ On track</p> <ul style="list-style-type: none"> 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



Queensland – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></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>■ Completed</p> <ul style="list-style-type: none"> Children and younger people made up 25% of Queensland Disability Advocacy Program clients between January 2022 and March 2023. 60% of those sought assistance with mainstream issues. Program implementation ongoing. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.

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 Improve access to early childhood information and resources for parents and carers of children with disability.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	January 2022 – December 2024	<ul style="list-style-type: none"> Publication of dedicated online inclusion webpage. 	<p>■ On track</p> <ul style="list-style-type: none"> Early Childhood Inclusion webpage, Inclusion ready (earlychildhood.qld.gov.au) is regularly updated and continues to have current content added to support parents and families. 	<p>■ On track</p> <ul style="list-style-type: none"> Early Childhood Education and Care website reviewed and updated with new dedicated ‘Inclusion Ready’ page.
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Queensland – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.2	<p>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> <p>Funding Carers Queensland as a peak disability body to 30 June 2022.</p> <p>Administering a Ministerial Advisory Council to provide a voice for carers.</p> <p>Promoting and upholding the principles in the Carers Recognition Act 2008 ‘Carers Charter’.</p> <p><i>Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability</i></p>	2022–2024	<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> <ul style="list-style-type: none"> \$300,000 provided to Carers Queensland in 2022–2023 as a disability peak body. Queensland Carers Advisory Council (QCAC) meets 3 times each year to provide advice on issues impacting Carers. Between 2022–2024 QCAC received \$200,000 funding to progress initiatives that respond to Carers needs. Additional funding is available in 2023–2024 and over the forward estimates. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.

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>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> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	January 2022 – December 2024	<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> <ul style="list-style-type: none"> In 2023, a Quality Self-Assessment and Reflection Tool (QSART) will be used to evaluate the practice guide and identify opportunities for continuous improvement. 	<p>■ On track</p> <ul style="list-style-type: none"> Best practice guide currently in development. Will continue to monitor change in participation numbers through annual reporting.
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Queensland – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<p>Fund disability peak bodies to deliver actions to improve inclusion for people with disability.</p> <p><i>Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability.</i></p>	2021–2024	<ul style="list-style-type: none">Funded peak entities deliver agreed outcomes, measured through regular service reporting.	<p>■ On track</p> <ul style="list-style-type: none">The Queensland Disability Peak and Representative Bodies – Inclusion Program 2022–2025 provides \$1.5 million annually to support the inclusion of people with disability.	<p>■ On track</p> <ul style="list-style-type: none">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.



Western Australia – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 1 – Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
<p>1.1 Realising individual capacity</p> <p>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><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Identified capacity building program. 	<p>■ Completed</p> <ul style="list-style-type: none"> Specialist consultants, professional learning and resources using a strengths-based approach are available, including: <ul style="list-style-type: none"> Autism Spectrum Disorder teacher internship; Pilbara key support specialist team program; and Geraldton Lighthouse model, targeted professional learning program. 	<p>■ On track</p> <ul style="list-style-type: none"> 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>1.2 Teaching and learning</p> <p>Develop and implement a framework that supports the teaching and learning needs of students with disability who are demonstrating complex needs.</p> <p><i>Linked to Education and Learning Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning</i></p>	Ongoing	<ul style="list-style-type: none"> Identified framework. 	<p>■ On track</p> <ul style="list-style-type: none"> Supporting the teaching and learning of students with disability, and complex behaviour framework and associated action plan is underway and expected to be completed by July 2025. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Western Australia – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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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	<p>Sports for all children</p> <p>Maintain KidSport to ensure that children with disability from low socio-economic backgrounds can enjoy club sport opportunities.</p> <p><i>Linked to Inclusive Homes and Communities Policy Priority 3: People with disability are able to fully participate in social, recreational, sporting, religious and cultural life</i></p>	Ongoing	<ul style="list-style-type: none"> Program operating. 	<p>■ On track</p> <ul style="list-style-type: none"> The Department of Local Government Sport and Cultural Industries (DLGSC) invested \$253,228 providing 1,808 KidSport vouchers to 1,627 children with disability from 1 July 2022 – 12 May 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> The program is still operational.
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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>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><i>Linked to Inclusive Homes and Communities Policy Priority 3: People with disability are able to fully participate in social, recreational, sporting, religious and cultural life</i></p>	Ongoing	<ul style="list-style-type: none"> Supported initiatives. 	<p>■ On track</p> <ul style="list-style-type: none"> DLGSC promoted translated information, access to NDIS services and consultations for the NDIS Participant First consultations. DLGSC provided feedback to the WA Disability Legislation Reform process regarding CaLD issues. 	<p>■ On track</p> <ul style="list-style-type: none"> The Office of Multicultural Interests (OMI) promoted disability training, programs and consultation via e-newsletter and online calendars. OMI funded an arts event developed by Kin Disability Advocacy Centre.
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Western Australia – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<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><i>Linked to Personal and Community Support Policy Priority 2: The NDIS provides eligible people with permanent and significant disability with access to reasonable and necessary disability supports</i></p>	By 2024	<ul style="list-style-type: none"> Identified targeted capacity development. 	<p>■ On track</p> <ul style="list-style-type: none"> Communities ACCO Strategy was launched in November 2022. Aboriginal Health Council of WA funded to establish a new peak body for ACCOs. The Council of Aboriginal Services WA (CASWA) was registered in March 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



South Australia – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 1 – Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
<p>1.1 Improving community understanding and awareness:</p> <p>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.</p> <p>Provide e-learning disability courses for educators in SA.</p> <p>Hold annual Inclusive Education Expo to showcase high quality practice in inclusive education and training for educators in SA.</p> <p><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	<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> <ul style="list-style-type: none"> • During the reporting period, the Special Education Resource Unit supported 264 parents and 870 educators. • 7,560 educators have accessed the online training resources. New resources will be available by 2024. • 200 people attended the 2022 Inclusive Education Expo. 	<p>■ On track</p> <ul style="list-style-type: none"> • 18 new families have accessed the Early Intervention services or resource collection since December 2021. • E-learning courses are accessed by parents and educators. • An Inclusive Education Expo is held annually in July each year.
<p>1.2 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><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high quality early childhood education and care</i></p>	<p>Pilots to commence 2022–2023</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> <ul style="list-style-type: none"> • The Department for Education have commenced pilot programs to expand the reach of child development checks. 	<p>■ On track</p> <ul style="list-style-type: none"> • Two pilot programs with non-government providers have been scoped in preparation for implementation in 2022–2023.



South Australia – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.3	<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><i>Linked to Personal and Community Support Policy Priority 2: The NDIS provides eligible people with permanent and significant disability with access to reasonable and necessary disability supports</i></p>	January 2022 – ongoing	<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> <ul style="list-style-type: none"> The proportion of children in care with a NDIS plan has increased from 25.2% in July 2022 to 27.9% in March 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
1.4	<p>Increase Adults Supporting Kids (ASK) website resources for disability and early childhood services and resources.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	To commence May 2022	<ul style="list-style-type: none"> Dedicated disability resources and service providers are easily accessible through the ASK website. 	<p>■ Completed</p> <ul style="list-style-type: none"> Disability resources were published on the ASK website in late 2022. <p>[Link: Are you a family or young person living with a disability? Adults Supporting Kids]</p>	<p>■ On track</p> <ul style="list-style-type: none"> Disability content has been written and reviewed. Search engine optimisation and upload by end of July 2022.
1.5	<p>Include disability resources for professionals as part of the expansion of the ASK website content.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	December 2021	<ul style="list-style-type: none"> Professional visitors to the ASK website are accessing disability resources and appropriate service providers. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> Professional Portal launched 15 December 2021, with 2% of all ASK users accessing the Disability topic since that time.



South Australia – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.6	<p>Develop specific messages and identify sources of promotion to publicise the ASK website disability content.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	To commence May 2022	<ul style="list-style-type: none"> Visitors to the ASK website are arriving through identified promotion sources. 	<p>■ Completed</p> <ul style="list-style-type: none"> The Department of Human Services has increased social media messaging to promote new topics on the ASK website for families living with a disability. Other platforms to promote the ASK website continue to be explored. 	<p>■ On track</p> <ul style="list-style-type: none"> Disability topic is currently undertaking search engine optimisation before being published. Promotion activities will occur once this has been published.
1.7	<p>Undertake analysis of the prevalence of young children with a disability in the Child and Family Support System (CFSS) population.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	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. 	<p>■ Future start</p> <ul style="list-style-type: none"> Joined up policy data set has been recently received. This analysis will be undertaken in 2023–2024. 	<p>■ Future start</p>



South Australia – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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 Strengthen outcomes for children with disability: 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> <p><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	2022–2023	<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> <ul style="list-style-type: none"> • In 2022: <ul style="list-style-type: none"> – 444 (58%) students with disability completed the South Australian Certificate of Education at Year 12 and 13 – 1,994 students in 156 schools completed at least one ABLES assessment – 9,456 assessments were completed • 2023 data will be available at end of school year. 	<p>■ On track</p> <ul style="list-style-type: none"> • 2,096 students with disability completed South Australian Certificate of Education in 2021. • The Education department has endorsed an Indicator Framework to track student outcomes. • Annual ABLES data will be reported in next report.
<p>2.2 Increase consistent and readily accessible child development information and education under the Department for Education’s Early Learning Strategy.</p> <p><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	2022–2023	<ul style="list-style-type: none"> • Better child development and education information is easily accessible to families and educators. 	<p>■ On track</p> <ul style="list-style-type: none"> • Child development screening pilots include provision of information for families about scaffolded supports available. • A mobile app is under development and will provide quality information to families in an easily accessible format • The app is likely to be released in the following reporting period. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



South Australia – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.3 Strengthen engagement with parents and carers:</p> <p>Consult with parents of children with disability through forums, conferences, meetings and workshops.</p> <p>Parent/carer and child/young person voice is included in the personalised planning process (One Plan).</p> <p>Provide through the Special Education Resource Unit a range of support and learning opportunities, to parents, carers and Department of Education SA staff.</p> <p>Improved online accessibility of the Department of Education SA’s website and intranet.</p> <p><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	<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> <ul style="list-style-type: none"> • 405 parents participated in working groups based on need, to share information, and provide feedback. • New webpage templates increased intranet accessibility by 5%. • The Communication policy will be reviewed in 2024. 	<p>■ On track</p> <ul style="list-style-type: none"> • Refer to Community Attitudes 4.4, Early Childhood 1.1 regarding consultation and training activities. • Schools develop and review One Plans for identified students with disability. • Communications policy next review due in 2024.
<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><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></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>■ Completed</p> <ul style="list-style-type: none"> • A data sharing agreement is in place between the Office for the Early Years and Child and Family Health Services. • This data is used for service planning and evaluation purposes. 	<p>■ On track</p> <ul style="list-style-type: none"> • Data sharing agreement with Child and Family Health Service is in progress. • Exploration of cross sector data mapping is complete.



South Australia – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress															
2.5	<p>Ensure foster and kinship carers are provided with information about caring for children and young people with disability and developmental delay.</p> <p><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	January 2022 – ongoing	<ul style="list-style-type: none"> Develop information and resources for carers to access via the Department for Child Protection Carer Portal. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> 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. 															
2.6	<p>Ensure the Parenting SA Parent Easy Guides (PEGs) are available to all parents/caregivers in accessible locations for easy access:</p> <ul style="list-style-type: none"> Milestones: children 0–4 years: Parenting SA - Milestones: Children 0 to 4 years - Parent Easy Guide Developmental delay: Parenting SA - Developmental delay - Parent Easy Guide Children with a disability: Parenting SA - Children with a disability - Parent Easy Guide Disability: brothers and sisters: Parenting SA - Disability - brothers and sisters - Parent Easy Guide <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	January 2022 – December 2024	<ul style="list-style-type: none"> Number of specific PEGs distributed. 	<p>■ Completed</p> <ul style="list-style-type: none"> There was an overall increase in numbers of specific PEGs distributed from 2021–2022 to 2022–2023. In the last reporting period, printed copies of the PEGs were up from 2580 in the last financial year to 5660 and webpage views were up from 2319 to 2761, respectively. 	<p>■ On track</p> <ul style="list-style-type: none"> Review of current PEG location underway. Numbers distributed: <table border="1"> <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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South Australia – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.7	<p>Promote the Parenting and Family Support teams workshops and webinars that empower parents/caregivers to understand child development and recognise developmental delay.</p> <p><i>Linked to Education and Learning Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning</i></p>	January 2022 – December 2024	<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>■ Completed</p> <ul style="list-style-type: none"> Actively promoting the workshops has contributed to an increase in participants attending workshops, based on those who completed the feedback survey and identified as “living with a disability” (from 1.56% in the 2021–2022 period to 6.19% in the 2022–2023 period). 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
2.8	<p>Progress the development of a workshop specifically for parents/caregivers living with a child with a disability – “Developing Differently”. Plan and overview completed.</p> <p>Pilot with parents/caregivers with lived experience.</p> <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	January 2022	<ul style="list-style-type: none"> Workshop completed and approved. Pilot completed and report submitted. 	<p>■ Completed</p> <ul style="list-style-type: none"> A Workshop pilot has been completed and is ready to progress for further development to support the implementation stage in the next reporting period. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.



South Australia – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.9	<p>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”.</p> <p><i>Linked to Community Attitudes Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	January 2022	<ul style="list-style-type: none"> Lived experience input included in final workshop. 	<p>■ Completed</p> <ul style="list-style-type: none"> People with lived experience, including parents of children with disability, tested and provided positive feedback on workshop content, language and format. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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	<p>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.</p> <p><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	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. 	<p>■ Some delays</p> <ul style="list-style-type: none"> A literature review has been completed, and a project is progressing to develop best practice approaches and initiatives to improve access and participation of Aboriginal children in preschool. 	<p>■ On track</p> <ul style="list-style-type: none"> 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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Tasmania – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Health and wellbeing Policy Priority 2 Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i>	2022	<ul style="list-style-type: none"> Established Children’s Health Service Pathway. 	<ul style="list-style-type: none"> Some delays <ul style="list-style-type: none"> A draft Children’s Health Services Pathway was created as part of the iCHAT TAS Project. Due to ongoing system and service redevelopment internally and externally, this has yet to be implemented. Implementation of this indicator will be revisited in conjunction with the Tasmanian Neonatal and Paediatric Clinical Network (see 3.1). 	<ul style="list-style-type: none"> On track <ul style="list-style-type: none"> 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. <i>Linked to Health and Wellbeing Policy Priority 2 Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i>	2021–2025	<ul style="list-style-type: none"> Improved timeliness to diagnostic services for children. 	<ul style="list-style-type: none"> On track <ul style="list-style-type: none"> Additional staff have been employed by TADS to undertake autism assessments, and a panel of nine external providers has been established to undertake assessments and reduce the wait-time for autism assessment. In the first half of 2023, this has resulted in a reduction in wait times. 	<ul style="list-style-type: none"> Some delays <ul style="list-style-type: none"> 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.



Tasmania – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	2022	<ul style="list-style-type: none"> Construction of 6 additional child and family centres has commenced. 	<p>■ On track</p> <ul style="list-style-type: none"> Construction of all six new Child and Family Learning Centres (CFLC) has commenced. One CFLC opened in January 2023, two more will open in the second half of 2023 and the remaining three are scheduled to open in early-mid 2024. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	2021–2025	<ul style="list-style-type: none"> Engagement of speech pathologists, psychologists and social workers. 	<p>■ On track</p> <ul style="list-style-type: none"> Professional Support Staff (PSS) positions have been filled where possible, with some vacancies persisting for all three disciplines. PSS and Child and Family Learning Centres (CFLC) staff are continuing to embed the Child Support Wellbeing Model. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Tasmania – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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>Implement the Paediatric Model of Care developed through the iCHAT TAS project.</p> <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing.</i></p>	<p>2022</p>	<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>■ Some delays</p> <ul style="list-style-type: none"> Evaluation of the embedding of the principles of the model of care into existing services is being assessed by a staff survey, which will be undertaken by staff at the end of the iCHAT TAS Project Implementation Phase. The baseline data collection will be completed in August 2023, using the results of the staff survey. The comparison data (based on a secondary survey) that will enable assessment of embedding of the principles will be available by 30 March 2024. All survey data will be made available to DoH staff through internal department communications. Establishment of Tasmanian Neonatal and Paediatric Clinical Network – completed – recruitment of a consumer representative is ongoing. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Tasmania – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<p>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.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	2022	<ul style="list-style-type: none"> Increased capacity to build supportive networks. 	<p>■ Completed</p> <ul style="list-style-type: none"> All six new CFLCs have employed a Centre Leader and some have employed a Community Inclusion Worker, an Education Officer and a Centre Assistant. All staff are located in the CFLC communities and are providing a range of parenting programs, outreach support and ‘pop up play’ activities to engage community and build supportive local networks. <p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Capital Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate, and effective to support better overall health and wellbeing.</i>	Ongoing	<ul style="list-style-type: none"> TBC 	■ Completed <ul style="list-style-type: none"> Child Development Service continues to provide information and supports to families to access the NDIS ECEI partner EACH in the ACT. 	■ On track <ul style="list-style-type: none"> 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. <i>Linked to Education and Learning Policy Priority 1: Children with Disability can access and participate in high-quality early childhood education and care.</i>	2020–2030	<ul style="list-style-type: none"> Strategy targets are met. 	■ On track <ul style="list-style-type: none"> Phased delivery of access to 15 hours per week of free, quality early childhood education for all 3-year-olds is in progress. Targeted access is being provided for 3-year-olds who need it most – those suffering vulnerability or disadvantage. From 2024, all 3-year-olds will have access to one day per week of free, quality early childhood education. 	■ On track <ul style="list-style-type: none"> Access to 15 hours per week of free, quality early childhood education was provided for 3-year-olds who need it most – those suffering vulnerability or disadvantage.



Australian Capital Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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 ACT Playgroups</p> <p>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate, and effective to support better overall health and wellbeing.</i></p>	Ongoing	<ul style="list-style-type: none"> TBC 	<p>■ Completed</p> <ul style="list-style-type: none"> The School Community Playgroups – Guidelines for ACT Public Schools have been published on the Education Directorate’s website Increasing partnerships with playgroups – Education (act.gov.au) to provide schools with knowledge and confidence in establishing a playgroup. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
<p>2.2 Set up for Success: An Early Childhood Strategy for the ACT</p> <p>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.</p> <p><i>Linked to Education and Learning Policy Priority 1: Children with Disability can access and participate in high-quality early childhood education and care.</i></p>	2020–2030	<ul style="list-style-type: none"> Strategy targets are met. 	<p>■ On track</p> <ul style="list-style-type: none"> The Preschool Pathways resources have been published on the Education Directorate’s website Preschool Pathways – Education (act.gov.au) including a map, and supporting resources that aim to guide parents and carers through their child’s transition to preschool. Preschool Pathways Partners provide coaching supports to educators on inclusive practices and transitions. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Capital Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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>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> <p><i>Linked to Education and Learning Policy Priority 1: Children with Disability can access and participate in high-quality early childhood education and care.</i></p>	<p>2020–2030</p>	<ul style="list-style-type: none"> • TBC 	<p>■ On track</p> <ul style="list-style-type: none"> • The Koori Preschool Co-design is a key deliverable of the ACT Government's Set up for Success. • The Koori Preschool Co-design process has been completed and the final report will be published in 2023. • A plan will be developed to support the implementation of the recommendations to provide a culturally safe Koori Preschool Program. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 1 – Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
<p>1.1 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><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	Ongoing	<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"> 48% of 0-5 yr olds enrolled in the program have had Developmental Screening using ASQ3; ASQ:SE2 and ASQ TRAK. (Noting that HU5K-PF is an optional program). Compliance is being improved through current refining of program governance, evaluation, and improvements to reporting and clinician feedback. 5731 children were screened. 408 children were below cut off: 271 referrals 66.5% referral rate. 	<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 The provision of the Newborn Hearing Screening in the birthing hospitals within the NT.</p> <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	Ongoing	<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"> 2983 children were screened across the NT. 6 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.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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>■ On track</p> <ul style="list-style-type: none"> • The number of children in care who have an NDIS plan as of 30 June 2023 is 313, up from 202 as of 30 June 2022. • Operational policy and guidelines are in place to support case managers and carers to access NDIS plans. • The Disability Development Team continues to support child protection and youth justice program areas to access assessment services, action NDIS plans and ensure purchasing under NDIS plans and/or access alternative supports if a plan is not in place/approved. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • Action item in the NT Disability Strategy to : • Monitor and increase the percentage of children and young people in care who have access to NDIS supports.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>				



Northern Territory – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.4	<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><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p>	2021–2022	<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>■ Completed</p> <ul style="list-style-type: none"> As at 30 June 2023, of the 214 approved services: 212 services are currently meeting NQS: Element 6.2.2. 48% (5731) of 0-5 yr olds received developmental screening using ASQ3; ASQ:SE2 and ASQ TRAK. As at 30 June 2023: 30 out of 34 remote FaFT sites have one or more staff trained and able to implement ASQ-TRAK. 314 children were developmentally screened at least once using ASQ-TRAK. 51 children screened as being ‘Below cut-off’ in one or more developmental domains: 23 children were referred onto accessible health services. 	<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.
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> <p><i>Linked to Learning and Education Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></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"> As at 30 June 2023: 30 out of 34* (88%) remote FaFT sites have one or more staff trained and able to implement ASQ-TRAK. <p>(disclaimer) *figures fluctuate due to certification requirements to achieve ASQ-TRAK compliance which can be challenging for some remote and very remote communities.</p>	<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.



Northern Territory – Early Childhood

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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> <p><i>Linked to Learning and Education Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning</i></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> <ul style="list-style-type: none">63 students are being supported prior to school entry.	<p>■ On track</p> <ul style="list-style-type: none">Action item in the NT Disability Strategy 3-year action plan 2022–2025:In partnership with consumers, strengthen early supports for children identified with developmental delay and their families.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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 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><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> The number of women completing a SNHV Program. 	<p>■ On track</p> <ul style="list-style-type: none"> ANFPP is delivered throughout 3 regions in the Northern Territory, supported by NT Health. NT Health facilitates MESCH in 3 regions. The total number of regions serviced by either program is 5. The number of women completing either program is 200* (* 149 in MECSH and 51 in ANFPP). 	<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.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></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> <ul style="list-style-type: none"> 58% (6896 children) have had parents or carers provided with anticipatory guidance information that supports the development and wellbeing of their children. 	<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.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. • As part of its role the team: • 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. 	<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> <ul style="list-style-type: none"> • The number of children in care who have an NDIS plan is 313 as at the 30 June 2023 compared to 202 in June 2022: an increase of 55%. • Operational policy and guidelines are in place to support case managers and carers to access NDIS plans. • Child protection and youth justice program areas continue to be supported through the Disability Development Team with access assessment services, actioning NDIS plans and ensuring purchasing under NDIS plans and/or accessing alternative supports if a plan is not in place/approved. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.3 cont</p> <ul style="list-style-type: none">• Ensures children and young people’s disability support plans are developed, current, implemented, and reviewed.• 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><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>				



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.4 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><i>Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></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"> • As at 26 June 2023 – on the completion of Semester 1, 2023 (January to June 2023): • 1,463 parents/carers have actively engaged in the program: an increase of 14.5%. • 1,888 children have actively participated in one or more programs: an increase of 18%. • 314 children were developmentally screened at least once using the ASQ-TRAK: an increase of 27% 	<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.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.5 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><i>Linked to Education and Learning:</i></p> <p><i>Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p> <p><i>Policy Priority 2: Build capacity in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	<p>2021–2023 (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> <ul style="list-style-type: none"> • As at 30 June 2023, 214 approved services hold a quality rating of met or exceeding the NQS element 6.1.3: an increase of 2%. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> – January 2022 — 208 – February 2022 — 210 – March 2022 — 210 – April 2022 — 210 – May 2022 — 209 – June 2022 — 209



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.6 Student Advocacy Service</p> <p>Trial and develop student advocacy services to assist families navigating the system or resolve issues between students, families and education providers.</p> <p>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> <p><i>Linked to Education and Learning Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning</i></p>	<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> <ul style="list-style-type: none"> • Between July 2022 and June 2023, 65 students were supported in their negotiation with schools about the required adjustments. • The review and evaluation Student Advocacy Service trial finished in October 2022. • From the key recommendations of the review and evaluation, a program toolkit is being developed to assist service providers with clear and consistent information regarding the aims and purpose of the service, practical advice and guidance in managing the service, and adaptable tools and templates to meet its operational requirements and expectations. 	<p>■ On track</p> <ul style="list-style-type: none"> • A Student Advocacy Service was trialled in Darwin and Palmerston in 2022. Between 3 December 2021 and 30 June 2022, 20 families were supported to consult with schools.



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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</p> <p>Community engagement – The service builds relationships and engages with its community. Data from monitoring is used to identify service needs.</p> <p><i>Linked to Education and Learning</i></p> <p><i>Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</i></p> <p><i>Policy Priority 2: Build capacity in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	<p>2021–2023 (ongoing)</p>	<ul style="list-style-type: none"> Number of ECEC services rated ‘met’ for element 6.2.3. 	<p>■ On track</p> <ul style="list-style-type: none"> As at 30 June 2023, 214 approved services hold a quality rating with 213 rated met or exceeding and 1 service rated as working towards the NQS element 6.2.3: an increase of 2%. 	<p>■ On track</p> <ul style="list-style-type: none"> Of the 210 approved services, number rated ‘met’ for element 6.2.3: <ul style="list-style-type: none"> – January 2022 — 193 – February 2022 — 196 – March 2022 — 197 – April 2022 — 197 – May 2022 — 196 – June 2022 — 196



Northern Territory – Early Childhood

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>3.2 Giving Voice to Children, Students and Families</p> <p>Develop and implement initiatives to engage families of students with additional needs:</p> <p>Establish advisory groups including parents, students and key stakeholders.</p> <p>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.</p> <p>Promote examples of best practice inclusion in the NT, including family voice, from a range of settings.</p> <p><i>Linked to Education and Learning Policy Priority 2: Build capacity in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	<p>2021–2024</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>■ On track</p> <ul style="list-style-type: none"> • Appropriate advisory groups are being established to align with other department initiatives. • A culturally appropriate youth advisory group with students from across the Northern Territory, the 'Youth Voice Crew', has been established. • Materials are being developed to better understand inclusion in the Northern Territory, and includes stories of inclusive practice collected through the Principals Reference Group, as examples of establishing welcoming, safe and inclusive environments for students. • 4 engagements with the Youth Voice Crew. • Case studies including family voice are being collected through the Student Advocacy Service. 	<p>■ Paused</p> <ul style="list-style-type: none"> • This action has been planned, but work with schools in early 2022 was put on hold due to COVID-19 disruptions.



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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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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</p>	<p>Develop a framework based on factors that create, contribute to, or reduce the risk of harm and enable proactive safeguards for NDIS participants.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	<p>2021–2024</p>	<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. 	<p>■ Some delays</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> 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>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Government – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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> <p>Conducting a literature review to identify factors of risk that create, contribute to, or reduce the risk of harm.</p> <p>Developing a data dictionary to ensure consistent terminology and enable data sharing and analysis between systems.</p> <p>Establishing a model to effectively analyse risk data, including indicators and flags for ongoing dynamic identification of people with disability at risk of harm.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	<p>2021–2024</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. Effectiveness Indicators 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><i>Department of Social Services</i></p> <ul style="list-style-type: none"> The literature review was finalised in November 2022. All jurisdictions have agreed to share data under the National Disability Data Asset, which is expected to bring together more than 200 datasets. While a data dictionary will not be produced, data will be brought together in a way that support analysis across systems. Collaborative work is underway between the Department of Social Services, the National Disability Insurance Agency and the NDIS Quality and Safeguards Commission to develop the risk model. 	<p>■ Some delays</p> <ul style="list-style-type: none"> A literature review has been drafted and will be finalised in early October 2022. 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.



Australian Government – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.3	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2021–2022	<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. 	<p>Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> All governments have committed to build the NDDA, including supply data and co-governance arrangements. Co-governance arrangements are expected to be stood up by the end of 2023 and the first set of de-identified data is expected to be available in early 2024. 	<p>Future start</p>
1.4	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2021–2022	<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. 	<p>Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> The technical aspects of data linkage have progressed. NDIA progressing data linkage. The project will be governed by Safe and Supported: National Framework for Protecting Australia's Children 2021–2031. 	<p>On track</p> <ul style="list-style-type: none"> 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	<p>Establish a mechanism to measure progress in reducing the risks of harm to people with disability at risk of harm.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2022–2024	<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. 	<p>Future start</p> <p><i>Department of Social Services</i></p>	<p>Future start</p>



Australian Government – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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>Undertake a review of the NDIS Quality and Safeguarding Framework.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2021–2023	<p>Output Indicators</p> <ul style="list-style-type: none"> • NDIS Quality and Safeguarding Framework review completed by end 2023. <p>Effectiveness Indicators</p> <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. 	<p>■ Some delays</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> • A review of quality and safeguarding arrangements in the NDIS was incorporated into the NDIS Review (due October 2023). 	<p>■ Some delays</p> <ul style="list-style-type: none"> • A review of quality and safeguarding arrangements in the NDIS will be incorporated in the review of the NDIS.



Australian Government – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.2 Improve alignment of regulation across the care and support sectors – NDIS, aged care and veterans’ care.</p> <p>This will include:</p> <p>Establishment of a single care and support sector worker screening check and code of conduct.</p> <p>Facilitating greater information sharing between regulators.</p> <p>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> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	<p>By 1 July 2022</p> <p>2021–2023</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>■ On track</p> <p><i>Department of Social Services</i></p> <p><i>Department of the Prime Minister and Cabinet</i></p> <ul style="list-style-type: none"> Code of Conduct for Aged Care was implemented in December 2022. Expansion of NDIS worker screening to the aged care sector expected to be implemented from July 2024. Future reform on regulatory oversight is being considered in the context of the Care and Support Economy Taskforce led by the Department of the Prime Minister and Cabinet (PM&C). PM&C announced a Regulation and Productivity Action Plan will be developed as a priority, commencing July 2023. The Action Plan will be provided to Government in December 2023. 	<p>■ Some delays</p> <ul style="list-style-type: none"> A draft aged care code of conduct has been developed based on the existing NDIS Code of Conduct. Expected implementation by end of 2022. Consultation on regulatory alignment undertaken October 2021 to January 2022. Department of Health and Aged Care will publish a report.



Australian Government – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.3 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> <p><i>Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i> <i>Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></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>■ On track</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> The Department of Social Services has begun initial consultation regarding the development of the national principles. Extensive consultations with Australian Government agencies, states and territories and disability representative organisations are intended for mid-late 2023. 	<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.

<p>3.1 Undertake stocktake of NDIS supports and protections for NDIS participants to identify gaps or opportunities to strengthen cross-system government supports and protections.</p> <p><i>Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2021–2022	<ul style="list-style-type: none"> Stocktake of NDIS supports and protections completed by June 2022. 	<p>■ Completed</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> The stocktake was finalised in October 2022. The stocktake will continue to be updated as needed. 	<p>■ Some delays</p> <ul style="list-style-type: none"> A stocktake has been prepared and will be finalised in October 2022. The stocktake will continue to be updated as needed.
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Australian Government – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>3.2</p>	<p>Lead the development and implementation of actions to reduce the risk of harm for people with disability by:</p> <p>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.</p> <p>Expanding on and considering outreach models.</p> <p><i>Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	<p>2021–2023</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. • Effectiveness Indicators • 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>Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> • A cross government Forward Work Plan developed with states and territories was endorsed by Disability Reform Ministerial Council in April 2023. • 10 pilot projects received funding in 2022–2023. 	<p>On track</p> <ul style="list-style-type: none"> • 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.



Australian Government – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>3.3 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><i>Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2021–2023	<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>■ Some delays</p> <p><i>Department of Social Services</i></p> <ul style="list-style-type: none"> Options for strengthening community visiting are being developed in line with the NDIS Review Proposals Paper on Participant Safeguarding and early findings of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. The Department of Social Services has established a National Centre for Disability Advocacy and a new phone based advocacy pilot, the Disability Advocacy Support Helpline. It also continues to fund the National Disability Advocacy Program and the NDIS Appeals program to provide individual advocacy for people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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>3.4 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><i>Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2023–2024	<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> <p><i>Department of Social Services</i></p>	<p>■ Future start</p>



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>3.5</p>	<p>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.</p> <p><i>Linked to Safety, Rights and Justice outcome, Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children.</i></p>	<p>2021–2022 to 2023–2024</p> <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><i>Department of Social Services</i></p> <ul style="list-style-type: none"> All grant and procurement activities are underway, with most of the deliverables expected in 2023–2024. A procurement was used to contract an independent provider to audit the accessibility of DFSV services for women and girls with disability in Australia. The Audit involved consultation with women with disability, the FDSV sector and government. The report was delivered to the department in late June 2023. The department is considering the findings of the Audit. Other activities of action 3.5 are in progress. They have developed project working groups consisting of people with disability, and are developing their final products with a co-design approach. 	<p>■ On track</p> <ul style="list-style-type: none"> The department of Social Services has engaged with providers and all grant agreements and official orders have been executed. Commencement of all grant and procurement activities underway.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 4 – Reduce and eliminate the use of restrictive practices in all government service systems.				
<p>4.1 Work with states and territories to align with the agreed national principles.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld, and protected</i></p>	2021–2023	<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>NDIS Quality and Safeguards Commission</p> <ul style="list-style-type: none"> Discussed at Disability Reform Ministers Meeting in February 2023. Self-assessment templates sent to Ministers in May 2023 to update their alignment with the Principles for Nationally Consistency Authorisation of Restrictive Practices. Currently, VIC, NT, ACT and SA align with the Principles, and WA, QLD, TAS and NSW partially align. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.</p> <p><i>Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2021–2023	<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>■ Completed</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> Most projects under the National Action Plan have been completed. The remaining projects are being progressed through “business as usual” activities or are being considered in the broader context of the NDIS Review. 	<p>■ Paused</p> <ul style="list-style-type: none"> 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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>4.3</p> <p>Progress alignment of regulation of restrictive practices based on best practice across the NDIS and aged care regulators.</p> <p><i>Linked to Safety, Rights and Justice</i></p> <p><i>Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect, and exploitation</i></p> <p><i>Policy Priority 4: The rights of people with disability are promoted, upheld, and protected</i></p>	<p>2021–2024</p>	<p>Output Indicators</p> <ul style="list-style-type: none"> • Best practice restrictive practice regulation implemented across the care and support sector, by 2024. 	<p>■ Completed</p> <p><i>Department of Health and Aged Care</i></p> <ul style="list-style-type: none"> • Legislative amendments to the Aged Care Act 1997, introduced in July 2021, have better aligned definitions and requirements for use of restrictive practices. This includes provider requirements to document details of restrictive practice use in care recipients' behaviour support plans. • Legislative amendments to the Quality of Care Principles 2014, introduced in December 2022, implemented a hierarchy of persons or bodies authorised to provide informed consent. This addressed existing gaps in some State and Territory guardianship laws. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
<p>4.4</p>	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld, and protected</i></p>	<p>2024</p>	<p>Output Indicators</p> <ul style="list-style-type: none"> Reduction in the use of restrictive practices over time. <p>Effectiveness and Efficiency Indicators</p> <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. 	<p>■ On track</p> <p>NDIS Quality and Safeguards Commission</p> <ul style="list-style-type: none"> The following activities have been undertaken: <ul style="list-style-type: none"> Implementation of the Positive Behaviour Support Capability Framework for practitioner suitability, A BSP Quality Compliance Campaign to inform future education, Development of resources through grants, masterclasses and practice guidance; Liaison with universities to support Positive Behaviour Support courses at the University of Queensland, Flinders University, Curtin University, Monash University and University of Melbourne, Two administered grants to Flinders University on ‘Bringing Supported Decision-Making to behaviour support’ and a consortium led by the University of Melbourne on ‘Enabling NDIS behaviour support practitioners to meet Behaviour Support Practice Standards’. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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.					
<p>5.1</p>	<p>Develop and implement NDIS Support for Decision Making policy, informed by consultation.</p> <p><i>Linked to Personal and Community Support Policy Priority 2: The NDIS provides eligible people with permanent and significant disability with access to reasonable and necessary disability supports.</i></p>	<p>2021–2022</p>	<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. 	<p>■ Completed</p> <p>National Disability Insurance Agency</p> <ul style="list-style-type: none"> • Policy released on 3 May 2023. • NDIA Implementation Plan actions include: <ul style="list-style-type: none"> • Support participants to develop skills / knowledge. • Build skills / knowledge of decision supporters, NDIA staff and partners. • Strengthen supported decision in appointment, operation and review of nominees. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • The NDIA has: <ul style="list-style-type: none"> • consulted nationally on its paper on supported decision making • published a summary report (December 2021) • established a process to co-design the final policy with the disability community.
<p>5.2</p>	<p>Develop a psychosocial recovery framework to improve supports and build capacity for NDIS participants with psychosocial disabilities.</p> <p><i>Linked to Personal and Community Support Policy Priority 2: The NDIS provides eligible people with permanent and significant disability with access to reasonable and necessary disability supports.</i></p>	<p>2021–2023</p>	<p>Output Indicators</p> <ul style="list-style-type: none"> • Psychosocial recovery framework developed by end 2023. 	<p>■ N/A</p> <p>National Disability Insurance Agency</p>	<p>■ Completed</p> <ul style="list-style-type: none"> • The NDIA released the Recovery Framework in December 2021. The NDIA is currently implementing the Recovery Framework.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
5.3	Develop a National Disability Advocacy Framework to outline national definitions and high-level principles for disability advocacy. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld, and protected</i>	2021–2024	Output Indicators <ul style="list-style-type: none"> National Disability Advocacy Framework developed by 2024. 	<p>■ Completed</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> On 21 April 2023, the Disability Reform Ministerial Council endorsed the new National Disability Advocacy Framework 2023–2025 (NDAF) and its associated Disability Advocacy Work Plan (Work Plan). The NDAF and Work Plan have now been published on the Department of Social Services' (DSS) website. The NDAF and Work Plan are available at National Disability Advocacy Framework 2023 – 2025 Department of Social Services, Australian Government (dss.gov.au) and the NDAF Consultation Summary Report and consultation submissions are located on DSS Engage National Disability Advocacy Framework 2022–2025 engage.dss.gov.au DSS will continue to work in partnership with states and territories to progress the activities under the Work Plan. 	<p>■ On track</p> <ul style="list-style-type: none"> Draft National Disability Advocacy Framework (NDAF) endorsed for public consultation by Disability Reform Ministers'. Public consultation will inform edits to the final NDAF and were conducted from 8 April 2022 to 8 July 2022.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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> <p>Maintaining the NSW Ageing & Disability Abuse Helpline 1800628221 and responding to reports about abuse, neglect and exploitation of adults with disability.</p> <p>Maintaining the Official Community Visitor scheme to disability supported accommodation settings.</p> <p>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.</p> <p>Working with NSW Government and non-government agencies, community and business partners to better recognise risk factors of abuse and support early notification.</p> <p>Producing training resources and online material including accessible and community language formats.</p> <p>www.ageingdisabilitycommission.nsw.gov.au/</p> <p><i>Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></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"> • The impact of ADC actions on reports about abuse, neglect and exploitation of adults with disability in 2022–2023 has included: • increased access to disability, legal, advocacy, health and other supports • police/justice actions when relevant • increased access to safer accommodation; access and protection of finances; access to communication, decision-making and mobility supports; increased social and community connections; and actions to uphold their rights • education and increased support for carers. • Community engagement activities and targeted projects – raised awareness, capability and confidence of supporters, and key community stakeholders to prevent, recognise and respond to abuse, neglect and exploitation of adults with disability. • Detail available in the annual report. 2021–22 Annual Report (nsw.gov.au) 	<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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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>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> <p>Improve information sharing with relevant agencies and other key parties to reduce risks and improve supports.</p> <p>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> <p><i>Linked to Safety Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></p>	2021 and ongoing	<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. 	■ N/A	<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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.2 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:</p> <p>Register of local council and government agency DIAPs (nsw.gov.au)</p> <p><i>Linked to Safety Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Annual reporting of respective agencies. 	<p>■ On track</p> <ul style="list-style-type: none"> A current Department of Communities and Justice Disability inclusion Action Plan project is to expand the parameters of the current dataset received from the NDIA to include children and young people who are the subject of a Risk of Significant Harm (ROSH) threshold report which has been referred to a Community Services Centre (CSC). Disability inclusion Action Plans for the agencies have been published online here: Register of local council and government agency DIAPs (nsw.gov.au) 	<p>■ On track</p> <ul style="list-style-type: none"> Updates on legislative responsibilities are included in the annual reports of agencies - to be produced Quarter 1-2, 2022–2023



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<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> <p>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.</p> <p>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> <p><i>Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	Ongoing	<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"> • The ADC has established a Community of Practice (COP) with other state-based adult safeguarding agencies supporting increased ability for the ADC to adequately and appropriately respond to reports of abuse, neglect and exploitation of adults with disability, with reduced barriers to obtaining necessary information and support. • Enhanced practice by safeguarding agencies is being informed by shared learnings and tested strategies. 	<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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>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> <p><i>Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	<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>■ Completed</p> <ul style="list-style-type: none"> • 17 resources have been developed, released and translated into Simplified Chinese, Vietnamese and Arabic. Easy read and accessible mental health information – Consumers (nsw.gov.au) • These resources support people with disability to understand their rights, responsibilities and key concepts when accessing inpatient and community mental health care in NSW. 	<p>■ On track</p> <ul style="list-style-type: none"> • Eighteen Easy read and accessible mental health information – Consumers (nsw.gov.au) 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. • 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> <p><i>Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	<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>■ On track</p> <ul style="list-style-type: none"> • The launch of the Responding to the Needs of People with Disability during Hospitalisation policy directive is informing state-wide care. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • This work is ongoing, with the Policy Directive under review.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>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> <p><i>Linked to Safety Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	Ongoing	<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> <ul style="list-style-type: none"> NSW Health is working with districts to improve the quality and consistency of data collected about the IDHS and this has caused some delays. This includes increased clarity around definitions and the implementation of a quarterly reporting schedule. Improved data will provide greater understanding of client cohorts, service trends and gaps, and strengthen the evaluation process. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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. IDHS data continues to be recorded. Key achievements included delivering in person support to: <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 2021–2022.
<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><i>Linked to Safety Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	2020–2021	<ul style="list-style-type: none"> Monthly Community of Practice meetings held. 	<p>■ On track</p> <ul style="list-style-type: none"> COVID-19 Disability Community of Practice meetings continue to be held, now on a bi-monthly basis. 	<p>■ On track</p> <ul style="list-style-type: none"> Meetings held bi-monthly to: <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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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><i>Linked to Safety Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	2019–2025	<ul style="list-style-type: none"> Evaluation of the implementation is planned for 2021. 	<p>■ On track</p> <ul style="list-style-type: none"> Implementation of the VAN Redesign Program supported improved outcomes for people with a disability experiencing, violence, abuse or neglect by delivering a cultural shift across NSW Health services towards person-centred and trauma-informed care and practice. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Safety Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	<p>2021 to 2025</p>	<ul style="list-style-type: none"> An Evaluation framework has been developed to measure implementation and outcomes. 	<p>■ Some delays</p> <ul style="list-style-type: none"> The NSW Health Sexual Assault Services and New Street Services Access Strategy for People with Disability will improve access for people with disability to appropriate clinical practice in NSW Health Sexual Assault Services and New Street Services. The strategy forms part of NSW Health's response to the Royal Commission into Institutional Responses to Child Sexual Abuse, and builds on NSW Health's Responding to Sexual Assault (adult and child) Policy and Procedures, setting standards for ensuring that NSW Health Sexual Assault Services are safe and accessible for all people, including people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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. 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.



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Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.8	<p>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><i>Linked to Safety Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	2021	<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> <ul style="list-style-type: none"> • The NSW Framework for the prevention and response to children and young people with problematic and harmful sexual behaviours is currently being developed. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • Framework and prevention action strategy complete and supporting implementation plan under development. • Expected to be considered by Government in late 2022.



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Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Safety Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	<p>June 2022</p>	<ul style="list-style-type: none"> • Production of training material and delivery of training. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • Resources for persons with disability experiencing domestic violence are now available at: I'm a person with disability and experiencing domestic violence (nsw.gov.au) 	<p>■ Some delays</p> <ul style="list-style-type: none"> • 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.



New South Wales – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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><i>Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	<p>2022 ongoing</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> <ul style="list-style-type: none"> • The DAFP now funds 19 organisations that support individual, representative and systemic advocacy to access mainstream and government services. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.

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><i>Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></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>■ Paused</p> <ul style="list-style-type: none"> • The implementation of the restrictive Practices framework has been pushed back to 2025. 	<p>■ On track</p> <ul style="list-style-type: none"> • The Restrictive Practices Framework and Policy will be implemented in schools from day 1, Term 1, 2023. • 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.
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New South Wales – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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><i>Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Ongoing reporting on numbers of restrictive practice authorisations. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • NSW continues the authorisation of restrictive practices overseen by a central body in NSW to ensure that people with disability who are subject to restrictive practices are appropriately safeguarded. • NSW continues to consult on the development of a NSW Persons with Disability (Regulation of Restrictive Practices) Bill. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



New South Wales – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></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> <ul style="list-style-type: none"> The most recent quarterly data published by the NSW Bureau of Health Information is at Healthcare Quarterly – January to March 2023 – Seclusion and Restraint Supplement (nsw.gov.au) 	<p>■ On track</p> <ul style="list-style-type: none"> All Districts and Networks have local seclusion and restraint prevention action plans in place, and employ consumer peer workers. \$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.



New South Wales – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.4	<p>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><i>Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	Ongoing	<ul style="list-style-type: none"> Mental Health Seclusion Indicators: <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> <ul style="list-style-type: none"> In the most recent reporting period (Jan-March 2023) the percentage of acute mental health episodes of care occurring in specialised acute mental health inpatient units with at least one seclusion or physical restraint event: <ul style="list-style-type: none"> – 96.9% did not involve a seclusion event, and – 95.4% did not involve a physical restraint event. 	<p>■ On track</p> <ul style="list-style-type: none"> 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. To support accountability, seclusion indicators have been included in quarterly reporting to the Ministry and to Local Health District / Specialty Health Network Boards.



New South Wales – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></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> <ul style="list-style-type: none"> • NSW has undertaken a review of the current Ageing and Disability Commissioner legislation with the aim of providing better safeguarding for NDIS participants in NSW. • Consultation was undertaken with the NSW disability sector to better represent the needs and wishes of people with disability. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • 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.



New South Wales – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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.				
<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><i>Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2021 to 2023	<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"> One Collaborative has been established in the Canterbury Bankstown LGA and work has commenced in two other LGAs Resources for the development of Collaboratives is available at: Collaborative hub (nsw.gov.au) 	<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.



Victoria – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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</p>	<p>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 Gaggapduir: 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.</p> <p><i>Linked to Policy Priority Safety Rights and Justice – Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	<p>2022</p>	<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. 	<p>■ Completed</p> <ul style="list-style-type: none"> The Children, Youth and Families (Child Protection) Bill 2021 lapsed at the conclusion of the 59th Parliament. The Children and Health Legislation (Statement of Recognition, Aboriginal Self-determination and Other Matters) Bill 2023 passed Parliament in June 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> The <i>Children, Youth and Families Amendment (Child Protection) Bill 2021 (Vic)</i> was introduced in the Legislative Council in February 2022.



Victoria – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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>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.</p> <p><i>Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p> <p><i>Linked to Policy Priority Safety, Rights and justice 4: The rights of people with disability are promoted, upheld and protected.</i></p>	2022	<ul style="list-style-type: none"> Amendments completed to the <i>Disability Act 2006 (Vic)</i>. 	<p>■ Completed</p> <ul style="list-style-type: none"> The Disability and Social Services Regulation Amendment Act 2023 amended the Disability Act 2006 and other relevant Acts to strengthen rights, protections and safeguards for people with disability in Victoria. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
2.2	<p>Participate in the NDIS Quality and Safeguarding Framework Review.</p> <p><i>Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation.</i></p>	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>■ Completed</p> <ul style="list-style-type: none"> An Issues Paper on the NDIS Quality and Safeguarding Framework was released for consultation in April 2023. Department of Families, Fairness and Housing provided feedback on proposals in the paper and input during the process. 	<ul style="list-style-type: none"> Some delays 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.



Victoria – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.3	<p>Social Services Regulation Reform completed.</p> <p><i>Linked to Policy Priority Safety, Rights and justice 4: The rights of people with disability are promoted, upheld and protected.</i></p>	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> <ul style="list-style-type: none"> The new regulatory framework established under the Social Services Regulation Act 2021 for social services, including disability services regulated under the Victorian Disability Act, will commence on 1 July 2024. Draft regulations are available for public consultation. 	<p>■ On track</p> <ul style="list-style-type: none"> The Social Services Regulation Act 2021 (Vic) was passed by Parliament in September 2021. It establishes a more robust regulatory framework for social services including disability services regulated under the Disability Act 2006 (Vic). It will commence from 1 July 2023.
2.4	<p>Continued implementation of the Disability Worker Regulation Scheme, including a voluntary worker registration scheme and mandatory obligations that apply to all unregistered disability workers.</p> <p><i>Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	Ongoing roll out	<ul style="list-style-type: none"> Registration scheme implemented. 	<p>■ Completed</p> <ul style="list-style-type: none"> The Scheme is fully implemented, including amendments to streamline registration for workers with a NDIS clearance. In 2023, a regulatory change will exempt registered teachers and principals from the Scheme. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
2.5	<p>Continued delivery of the NDIS worker screening check in Victoria.</p> <p><i>Linked Policy Priority Safety Rights and Justice 4: The rights of people with disability are promoted, upheld and protected</i></p>	Ongoing roll out	<ul style="list-style-type: none"> Number of workers screened. 	<p>■ On track</p> <ul style="list-style-type: none"> 62,246 workers have been screened in the 2022–2023 financial year. 	<p>■ On track</p> <ul style="list-style-type: none"> NDIS Worker Screening commenced 1 February 2021. During the reporting period 44,579 NDIS clearances were issued.



Victoria – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>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.</p> <p><i>Linked Policy Priority Safety Rights and Justice 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	2021–22 and ongoing	<ul style="list-style-type: none"> • Number of clients supported. 	<p>■ On track</p> <ul style="list-style-type: none"> • The Supporting Confident Parents Program is a pilot being trialed in Barwon and Western Melbourne areas. • It was implemented in 2021 and is funded until 30 June 2024. • The program provides wrap-around family services, early parenting services and disability support to parents with intellectual or cognitive impairment or disability with children at risk of entry into out of home care. • Deakin University are funded to evaluate the program. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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 2022–2023 to support an additional 800 Victorians with disability to access advocacy.
3.2	<p>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.</p> <p><i>Linked to Policy Priority Health and Wellbeing 1 : All health service providers have the capabilities to meet the needs of people with disability</i></p>	2021–22	<ul style="list-style-type: none"> • Number of clients supported. 	<p>■ Completed</p> <ul style="list-style-type: none"> • The program has responded to more than 31,780 referrals since December 2020, including supporting people with disability to access more than 17,390 COVID-19 vaccinations. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Victoria – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.3	<p>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><i>Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation.</i></p>	2019 and ongoing	<ul style="list-style-type: none"> Number of clients supported, and brokerage funding acquitted 	<p>■ Completed</p> <ul style="list-style-type: none"> As of April 2023, 255 clients have been supported with brokerage funds with over \$100,000 having been acquitted. 	<p>■ On track</p> <ul style="list-style-type: none"> In the reporting period approximately 107 clients (including 68 children) were supported and just over \$50,000 of brokerage funding was acquitted.
3.4	<p>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><i>Linked to Safety, Rights and Justice Policy Priority 5: People with disability have equal access to justice.</i></p>	2022 and ongoing	<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> <ul style="list-style-type: none"> DJCS has contracted Melbourne City Mission to deliver DART in partnership with the Victorian Aboriginal Legal Service. 	<p>■ On track</p> <ul style="list-style-type: none"> Following consultations, key procurement and evaluation documents have been finalised, including: <ul style="list-style-type: none"> – service specifications – an operational framework – an evaluation framework. DART is on track to be operational in the Children’s Court of Victoria in the first half of 2023.



Victoria – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<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><i>Linked to Safety, Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability</i></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> <ul style="list-style-type: none"> Four Disability Justice Operational Forums were delivered over 2022–2023. At the forums, people with lived experience of having a cognitive impairment and engagement in the justice system shared their experience and provided advice to DJCS staff responsible for policy design and service delivery. The forums focused on: <ul style="list-style-type: none"> Forensic Disability Services for people with intellectual disability Reflections on the responses by Government attendees that have been generated by the forums Employment opportunities for people with disability in the justice system Developing social networks for people with disability in the justice system. The following resources have been developed in response to the forums: <ul style="list-style-type: none"> ‘Explaining Disability’ information page ‘Tip Sheet’ for presenters, providing guidance on how to make presentations accessible. 	<p>■ On track</p> <ul style="list-style-type: none"> Four Disability Justice Operational Forums have been held over 2021– 2022. At the forums, people with lived experience of having a cognitive impairment and engagement in the justice system shared their experience and provided advice to DJCS staff responsible for policy design and service delivery. The forums focused on: <ul style="list-style-type: none"> Tools and resources to help workers in the justice system better understand disability Women with disability in the justice system Using accessible language in the justice system Impact of Family Violence on women with disability in the justice system.



Victoria – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>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> <p><i>Linked to Safety, Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability</i></p>	<p>2021–2024</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> <ul style="list-style-type: none"> YJ Specialist Disability Advisor team expansion providing state-wide: <ul style="list-style-type: none"> expert advice on developmental/cognitive support needs NDIS access advice/support for case managers/custodial staff complex need case management reviews/consults staff training and support. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.

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

<p>4.1 Implement initiatives to strengthen disability support services for people in custody and improve custodial staff understanding of behaviours and responses:</p> <p>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.</p> <p>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> <p><i>Linked to Safety, Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability</i></p>	<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> <ul style="list-style-type: none"> The 2022–2023 State Budget provided \$8.3 million over four years to continue the Prison Disability Support Initiative. The service is helping to identify and assess people with disability across the Victorian prison system. 	<p>■ On track</p> <ul style="list-style-type: none"> The 2022–2023 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). The Disability and Complex Needs Service continues to address the needs of women with cognitive disability and prepare them for reintegration into the community.
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Victoria – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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.					
<p>5.1</p>	<p>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.</p> <p><i>Linked Policy Priority Safety Rights and Justice 4: The rights of people with disability are promoted, upheld and protected</i></p>	<p>2020–21 and ongoing</p>	<ul style="list-style-type: none"> • Number of clients supported. 	<p>■ On track</p> <ul style="list-style-type: none"> • We continue to deliver a strongly subscribed advocacy program. • A focus in 2022–2023 Q3 and Q4 has been strengthening the reporting approach, including work towards outcomes reporting. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Queensland – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	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. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> • 6-week community awareness campaign launched June 2022. All other signature and supporting initiatives have been completed across the 4 focus areas.
1.2	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2022–2024	<ul style="list-style-type: none"> • Appropriate referrals are made and action taken whenever risk of harm is identified. 	<p>■ On track</p> <ul style="list-style-type: none"> • Departmental policy “Preventing and Responding to the Abuse, Neglect and Exploitation of People with disability” was reviewed and updated in January 2023 to ensure it is contemporary and is published online. • Departmental policy on Critical Incident Reports is currently being reviewed and updated. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Queensland – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.3	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	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> <ul style="list-style-type: none"> During the reporting period, over 40 social services agreements were created that include a clause that specifies the requirements to comply with relevant Quality Standards. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
1.4	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	2022–2024	<ul style="list-style-type: none"> Worker screening systems exclude unsuitable people from working or volunteering with people with disability. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.



Queensland – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>1.5 Implement new and continuing initiatives under the whole-of-Government <i>Prevent. Support. Believe.</i> Queensland’s Framework to address Sexual Violence – Action Plan 2021–22, 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><i>Linked to Safety, Rights and Justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></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: • Evidence of workforce training (e.g., training sessions or materials) on risk factors and targeted, trauma-informed responses. 	<p>■ Completed</p> <ul style="list-style-type: none"> • Queensland Government agencies delivered staff training to improve understanding of sexual violence. • This included training and resources for Residential Care Officers to recognise and respond to sexual abuse. 	<p>■ Future start</p>



Queensland – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i>	2021–2022	<ul style="list-style-type: none"> A refreshed framework considers the need for proportionate and appropriate regulation. 	<ul style="list-style-type: none"> Some delays Queensland contributed to work led by the Commonwealth (through the Department of Social Services) by providing feedback on the Independent Reviews early observations and the draft Issues Paper. 	<ul style="list-style-type: none"> Some delays 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.
2.2	Continuing to work with the Commonwealth to explore opportunities to streamline regulatory approaches across care sectors. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i>	2021–2023	<ul style="list-style-type: none"> Identifiable reduction in the level of duplicate regulation. 	<ul style="list-style-type: none"> Some delays Queensland supporting consideration of a streamlined approach to worker screening across care sectors, including a proposed intergovernmental agreement on aged care worker screening. Commonwealth is resourcing states and territories from July 2023. 	<ul style="list-style-type: none"> Some delays 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.



Queensland – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<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><i>Linked to Safety, Rights and Justice Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children.</i></p>	30 June 2022	<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>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> • An evaluation of the Plan has been completed against the evaluation plan (Signature initiative 4.2)



Queensland – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<p>House people with disability who are in crisis and transition them into longer term housing with on-site or mobile support.</p> <p><i>Linked to Safety, rights and justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma.</i></p>	2021–2025	<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> <ul style="list-style-type: none"> • People with disability in housing can access the full range of Department of Housing products and services including social housing and private rental assistance. • People with disability also access assistance from funded Specialist Homelessness Services including temporary supported accommodation and mobile support. • Relevant annual (2022–2023) data from the national AIHW Specialist Homelessness Services Collection will be available in October 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
3.3	<p>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> <p><i>Linked to Safety, Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability.</i></p>	30 June 2022	<ul style="list-style-type: none"> • Safety initiatives options explored and where deemed feasible implemented. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • This action will be incorporated into the Queensland Corrective Services Disability Strategy and further progressed through the Strategy’s associated action plan. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • Work has commenced on exploring options and models for safer admissions. Early internal agency consultation and interjurisdictional scans have been undertaken.



Queensland – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.4	<p>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><i>Linked to Safety, Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability</i></p>	31 March 2022	<ul style="list-style-type: none"> Strategy endorsed and published. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Queensland Corrective Services (QCS) is undertaking additional targeted consultation with key stakeholders, before finalisation and release of the QCS Disability Strategy in Quarter 2, 2023–2024. The QCS Mental Health Strategy 2022–2027 was finalised and published in December 2022. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.



Queensland – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.5	<p>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><i>Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	2021–2022	<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>■ Completed</p> <ul style="list-style-type: none"> The Research Partnerships Quantitative Study was completed. A summary report synthesising the findings of the Qualitative and Quantitative studies was delivered to the Department of Child Safety, Seniors and Disability Services in June 2023. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.
3.6	<p>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><i>Linked to Safety, Rights and Justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></p>	2021–2023	<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> <ul style="list-style-type: none"> Domestic, Family Violence and Vulnerable Persons Units (DFVVPUs) being established in all 15 Police Districts. Disability perspectives included in mandatory DFV training. 156,007 police referrals submitted, 3,394 with disability indicators. 	<p>■ On track</p> <ul style="list-style-type: none"> Additional Domestic, Family Violence and Vulnerable Persons Unit established and planning to establish further units. Queensland Police Service undertakes disability awareness training, including about autism and improving employment opportunities for people with disability. 79,721 referrals submitted via Police Referral System, 1,648 with disability indicators.



Queensland – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	2022–2024	<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>■ On track</p> <ul style="list-style-type: none"> Policy has been drafted and is undergoing consultation. Preliminary work has commenced on the best practice guidelines and this will continue throughout 2023–2024. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Appropriate training courses and providers have been explored, and policy and best practice guidelines are in draft form.
<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	2022–2024	<ul style="list-style-type: none"> Reviewed is completed and recommendations considered by Government. 	<p>■ On track</p> <ul style="list-style-type: none"> Queensland is progressing work considering the readiness of Queensland’s specialist behaviour support market for reform, to inform Queensland Government consideration of potential options for reform. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Queensland – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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.				
<p>5.1 Enhancing <i>specialist individual</i> advocacy services – First Nations people with disability and People with disability from Culturally and Linguistically Diverse backgrounds.</p> <p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	<p>January 2022 – June 2023</p>	<ul style="list-style-type: none"> • 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. 	<p>■ Completed</p> <ul style="list-style-type: none"> • Between January 2022 and March 2023, 1069 First Nations people and 1906 from culturally and linguistically diverse backgrounds were supported by the Queensland Disability Advocacy Program. • Funding for the program is ongoing. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Western Australia – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Safety, Rights and Justice Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i>	Ongoing	<ul style="list-style-type: none"> • Feedback opportunities. 	<ul style="list-style-type: none"> ■ On track • Enables feedback and/or complaints via SMS Assist, telephone or face to face at police stations and via the Internet. • In addition, internal and external stakeholders contribute to diversity and inclusion plans. 	<ul style="list-style-type: none"> ■ 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. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i>	Ongoing	<ul style="list-style-type: none"> • Number of presentations to the Royal Commission. 	<ul style="list-style-type: none"> ■ Completed • Funded advocacy organisations ensured the voices of people with disability were heard in relation to the Disability Royal Commission. 	<ul style="list-style-type: none"> ■ 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.



Western Australia – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	Quality and safeguarding Implement the authorisation of restrictive practices processes to encourage the reduction/elimination of the use of restrictive practices. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i>	Ongoing	<ul style="list-style-type: none"> Progress of implementation. 	■ Completed <ul style="list-style-type: none"> Authorisation of Restrictive Practice in Funded Disability Services Policy has been in implementation since December 2020. The policy position for legislation in this area is in development. 	■ On track <ul style="list-style-type: none"> 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.
2.2	Safe services for all 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. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i>	Ongoing	<ul style="list-style-type: none"> Implementation of pre-employment screens. 	■ Completed <ul style="list-style-type: none"> 74,948 NDIS Worker Screening Check applications have been received, as at 30 April 2023. 	■ On track <ul style="list-style-type: none"> 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.



Western Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
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> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	By 2023	<ul style="list-style-type: none"> Reform areas identified. 	<p>■ On track</p> <ul style="list-style-type: none"> The Office of Disability is currently consulting with people with disability, families, carers and stakeholders to reform WA disability legislation. The feedback received will be used to develop drafting instructions. 	<p>■ On track</p> <ul style="list-style-type: none"> Office of Disability has reviewed the <i>Disability Services Act 1993</i>. Later in 2022, people with disability, families, carers and stakeholders will be consulted to plan for new WA disability legislation.
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> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	To be determined by Government priorities	<ul style="list-style-type: none"> Number of amendments. 	<p>■ On track</p> <ul style="list-style-type: none"> A bill to make amendments to the Guardianship and Administration Act 1990 (WA) is currently being drafted. 	<p>■ On track</p> <ul style="list-style-type: none"> A bill to make amendments to the <i>Guardianship and Administration Act 1990 (WA)</i> is currently being drafted.



Western Australia – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>Accessible refuge accommodation and support</p> <p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	Ongoing	<ul style="list-style-type: none"> Implementation of program. 	<p>■ Completed</p> <ul style="list-style-type: none"> The implementation of two new women's refuges has significantly increased the capacity of family and domestic violence services in WA to provide support and safety for people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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	<p>Positive Behaviour Support Practitioners</p> <p>Increase the number of qualified Positive Behaviour Support Practitioners available in WA to develop positive behaviour plans, to support people with complex needs.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	Ongoing	<ul style="list-style-type: none"> Number of qualified practitioners 	<p>■ Completed</p> <ul style="list-style-type: none"> WA Behaviour Support Practitioner Training finished June 2022. 236 trainees from 86 organisations attended. 130 provide services in regional WA. Past trainees were supported to facilitate content and mentor trainees. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Western Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.3	<p>Support for victims of crime</p> <p>Investigate opportunities to better identify and support victims of crime who have a disability.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	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. 	<p>■ On track</p> <ul style="list-style-type: none"> The Victims of Crime Act 1994 Statutory Review was tabled in Parliament in March 2022. The development of a draft Victims Strategy is due in July 2023 ensuring recognition of people with a disability. 	<p>■ On track</p> <ul style="list-style-type: none"> The Victims of Crime Act 1994 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.

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

4.1	<p>Keep people with disability safe</p> <p>Protect the safety if 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><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	Ongoing	<ul style="list-style-type: none"> Program implemented. 	<p>■ On track</p> <ul style="list-style-type: none"> A policy model is currently being developed to underpin future legislation. Significant consultation in 2022 and 2023 aims to present policy recommendations to Government and prepare drafting instructions for future legislation. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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Western Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
4.2	<p>Learning, wellbeing and positive behaviour</p> <p>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><i>Linked to Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability</i></p>	Ongoing	<ul style="list-style-type: none"> Capacity support provided. 	<p>■ On track</p> <ul style="list-style-type: none"> The Department continues to provide professional learning on Behaviour Support Planning and Trauma Awareness in Schools, and de-escalation and positive handling training. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



South Australia – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i>	Ongoing	<ul style="list-style-type: none"> Research is facilitated, which responds to women’s complex custody needs. 	<ul style="list-style-type: none"> ■ On track Research has been facilitated in options and best practice for complex needs responses at Adelaide Women’s Prison for women in custody exhibiting poor emotional regulation, risky behaviour and/or poor functioning. A paper has been produced, outlining key findings and principles to inform a future model. 	<ul style="list-style-type: none"> ■ On track 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.
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. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i>	2023	<ul style="list-style-type: none"> Disability Royal Commission Working Group established with impacted government entities. 	<ul style="list-style-type: none"> ■ N/A 	<ul style="list-style-type: none"> ■ Completed The Attorney General’s Department established the Disability Royal Commission SA Working Group that continues to meet and support impacted government entities.



South Australia – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 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. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i>	2024	<ul style="list-style-type: none"> • Training reviewed and enhanced. • Number of employees undertaking training. • Number of volunteers undertaking training. 	■ On track <ul style="list-style-type: none"> • Employee and volunteer disability awareness training is currently under review. 	■ On track <ul style="list-style-type: none"> • A review of training has commenced. • Launch of Autism Awareness training. • Easy English training delivered by Scope Australia. • Dementia SA to deliver a training/information session for the Communications Group.
2.2 Undertake a review of the operation of the Disability Inclusion Act 2018. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i>	2022	<ul style="list-style-type: none"> • Review completed. 	■ Completed <ul style="list-style-type: none"> • The final report with recommendations has been tabled in the South Australian Parliament. • Outcomes of the review will be used to inform the development of the next State Disability Inclusion Plan. 	■ On track <ul style="list-style-type: none"> • The review of the <i>Disability Inclusion Act 2018</i> (SA) has been completed and a final report submitted to the Minister for Human Services in June 2022 with recommendations for consideration.
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. <i>Linked to Inclusive Homes and Communities Policy Priority 2: Housing is accessible and people with disability have a choice and control about where they live, who they live with, and who comes into their home.</i>	Ongoing	<ul style="list-style-type: none"> • Number of new properties developed to SAHT Universal Housing design criteria per annum. 	■ On track <ul style="list-style-type: none"> • During the reporting period, the South Australian Housing Authority built 80 new properties were built to Universal Design Criteria, including: <ul style="list-style-type: none"> – 57 Better Neighbourhoods, – 17 NewBuild and Redevelopment, – 6 State Owned and Managed Indigenous Housing. 	■ On track <ul style="list-style-type: none"> • In the reporting period all 46 new properties were built to South Australian Housing Trust Universal Design Criteria, including: <ul style="list-style-type: none"> – 12 Affordable Housing – 12 Better Neighbourhoods – 22 New Build and Redevelopment



South Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.2	<p>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.</p> <p><i>Linked to Inclusive Homes and Communities Policy Priority 2: Housing is accessible and people with disability have a choice and control about where they live, who they live with, and who comes into their home</i></p>	Ongoing	<ul style="list-style-type: none"> Number of modifications completed. 	<p>■ On track</p> <ul style="list-style-type: none"> Property modifications are demand-driven (by tenant application). 1,451 public housing properties had at least one disability modification undertaken in 2022–2023. 	<p>■ On track</p> <ul style="list-style-type: none"> In the reporting period 940 public housing properties had at least one disability modification undertaken.
3.3	<p>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.</p> <p><i>Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	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> <ul style="list-style-type: none"> Training and resources have been implemented to support staff in undertaking customer referrals to external support services and sharing information on local resources. 	<p>■ On track</p> <ul style="list-style-type: none"> The SA Housing Authority is progressing work with the NDIA to improve inter-agency information sharing and supports. Referral process is currently under review.
3.4	<p>Develop Disability Impact Guidelines for SA Housing staff to use when undertaking major policy and program reviews.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	TBA	<ul style="list-style-type: none"> Disability Impact Guidelines developed and implemented. 	<p>■ Some delays</p> <ul style="list-style-type: none"> The revision of the State Disability Inclusion Plan was delayed and is expected to be released in the second half of 2023. The Disability Impact Guidelines was considered as part of this review 	<p>■ Paused</p> <ul style="list-style-type: none"> 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.



South Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.5	<p>Investigate options to develop information sheets in Easy Read format to accompany key Housing SA information (e.g. Tenancy Agreement Information).</p> <p><i>Linked to Inclusive Homes and Communities Policy Priority 6: Information and communication systems are accessible, reliable and responsive</i></p>	2022	<ul style="list-style-type: none"> Key information sheets developed in Easy Read format. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> Easy English Guide for Tenants developed and released May 2022. The Guide sets out easy-to-follow steps using pictures and clear language to help customers understand their rights and obligations.
3.6	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability</i></p>	2023	<ul style="list-style-type: none"> Number of appointments attended by the canine companion. Number of victims and witnesses supported. 	<p>■ Completed</p> <ul style="list-style-type: none"> During the reporting period, the Canine Court Companion: <ul style="list-style-type: none"> attended 41 witness/victim sessions assisted in the Courts CCTV waiting area on 14 occasions assisted 3 victims providing evidence in the CCTV suite. 	<p>■ Some delays</p> <ul style="list-style-type: none"> 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.



South Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.7	<p>Capital works projects ensure consideration of the following, with regards to future projects:</p> <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). <p><i>Linked to Inclusive Homes and Communities Policy Priority 4: The built and natural environment is accessible</i></p>	Ongoing	<ul style="list-style-type: none"> • New capital works/buildings consider disability needs of the prisoner cohort. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> • Consideration of disability access and design requirements are part of the design documentation in consultation with Department for Infrastructure and Transport.
3.8	<p>Provide accessible information on SAPOL's websites.</p> <p><i>Linked to Inclusive Homes and Communities Policy Priority 6: Information and communication systems are accessible, reliable and responsive</i></p>	Ongoing	<ul style="list-style-type: none"> • Accessibility Review and Implementation Plan developed. • Improvements made in line with the Accessibility Review and Implementation Plan. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> • 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.



South Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.9	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	Ongoing	<ul style="list-style-type: none"> New or existing programs and activities involve people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> The Neighbourhood Watch program continues to progress the development of Action Plan and commence implementation of actions to increase engagement with, and participation of, priority groups including those living with disability with a focus on inclusion Completion of the action plan is likely to occur in the next reporting period. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
3.10	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	2022	<ul style="list-style-type: none"> Technology solutions identified. Technology solutions implemented. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Five Boardmaker licences have been purchased with a view to converting material into Easy Read. 	<p>■ On track</p> <ul style="list-style-type: none"> Text to triple zero project. Training on National Relay Service delivered to relevant courses. Advanced Mobile Location Services to identify person's location when calling for assistance using Triple Zero.



South Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.11	<p>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.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	Ongoing	<ul style="list-style-type: none"> • Updates to Office for Women website. 	<p>■ On track</p> <ul style="list-style-type: none"> • The Office for Women has published online: <ul style="list-style-type: none"> – the report summarising consultation with women with disabilities on coercive control Coercive control – engagement with women with disability (officeforwomen.sa.gov.au) – an Easy Read coercive control paper Coercive control – Easy Read – OFW (officeforwomen.sa.gov.au) – an Easy Read Women’s Information Service brochure Women’s Information Service brochure – Easy Read (officeforwomen.sa.gov.au) 	<p>■ On track</p> <ul style="list-style-type: none"> • There is a new Women’s Information Service Easy Read brochure on the website. • The website is kept up to date with services for women with disabilities experiencing domestic, family and sexual violence.
3.12	<p>Implement relevant actions in the Young People Connected, Communities Protected: South Australia’s Youth Justice State Plan 2020–2023 to ensure children and young people in the youth justice system who have a disability can access the services they require.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability</i></p>	2022	<ul style="list-style-type: none"> • Enhanced staff training implemented. • Increased accessibility of education at Kurlana Tapa Youth Justice Centre. 	<p>■ Completed</p> <ul style="list-style-type: none"> • Improved staff training on responding to children and young people (CYP) with neurodisabilities. • Improved disability screening for CYP under youth justice supervision. • Increased accessibility of education at Kurlana Tapa. • Implemented communication tools to improve CYP’s understanding of their interactions with the justice system. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



South Australia – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i>	2022	<ul style="list-style-type: none"> Monitoring and review of compliance. 	<p>■ Some delays</p> <ul style="list-style-type: none"> A 'Restrictive Practices in Education and Care Settings' procedure has been drafted for consultation. Implementation will commence in the next reporting period. Delays due to staffing issues are being addressed. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
4.2	Establish the legislative framework for authorising restrictive practices by NDIS service providers for NDIS participants that provides stronger safeguards and accountability. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i>	2022	<ul style="list-style-type: none"> Commencement of restrictive practices legislation. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.
4.3	Release best-practice guidelines that sets out how the authorising scheme will operate to reduce the use of restrictive practices. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i>	2022	<ul style="list-style-type: none"> Development and provision of practice guidance. 	<p>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.



South Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i>	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>■ Paused</p> <ul style="list-style-type: none"> This measure is on hold by NDIA. NDIS plans achieved for most clients, with new clients currently in progress of NDIS access. Since May 2022 restrictive practices for NDIS participants are no longer authorised by the Public Advocate. 	<p>■ On track</p> <ul style="list-style-type: none"> Work continuing on information sharing provisions with the NDIA. Plans achieved for the majority of clients. Procedures implemented for authorisation of restrictive practices for clients with behaviour support plans.

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. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i>	2022	<ul style="list-style-type: none"> Commenced development of a new safeguarding app for people with disability. 	<p>■ Paused</p> <ul style="list-style-type: none"> This project has been superseded by new State Government priorities and will not occur. Funding was redirected to the development of Pavey. 	<p>■ Paused</p> <ul style="list-style-type: none"> 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.
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South Australia – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
5.2	<p>Reduce the barriers faced by young people living with disability and support active participation in decision making.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	2022	<ul style="list-style-type: none"> DHS' Disability Engagement Group will involve representation from young people with disability. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> DEG includes two young members. 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.
5.3	<p>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> <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	Ongoing	<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. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> The DCS NDIS team has established a pilot program to assist eligible prisoners to gain access to NDIS supports upon release to the community.



Tasmania – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.2 Participation in national activities that will contribute to the achievement of this objective.</p> <p><i>Linked to Safety, Rights and Justice Policy priority 4: The rights of people with disability are promoted, upheld and protected.</i></p>	2023–2024	<ul style="list-style-type: none"> • Actions are identified as appropriate for the Tasmanian context. 	<p>■ On track</p> <ul style="list-style-type: none"> • Monitoring NDIS Review early findings and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability papers and considering the information in the context of the Disability Inclusion Bill. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.

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 Reviewing the Tasmanian Disability Services Act 2011 and establishment of the Disability Commissioner will contribute to the achievement of this objective.</p> <p><i>Linked to Safety, Rights and Justice Policy priority 4: The rights of people with disability are promoted, upheld and protected.</i></p>	2021–2023	<ul style="list-style-type: none"> • Legislation enacted. • Appointment of the inaugural Disability Commissioner. 	<p>■ On track</p> <ul style="list-style-type: none"> • The first draft of the Disability Inclusion Bill has now been issued which includes sections to enable strengthening of the design of all government service systems and the supports they provide for people with disability at risk of harms. • Tasmania's Interim Disability Commissioner commenced in January 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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>3.2 Participation in national activities that will contribute to the achievement of this objective.</p> <p><i>Linked to Safety, Rights and Justice Policy priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	2023–2024	<ul style="list-style-type: none"> • Actions are identified as appropriate for the Tasmanian context. 	<p>■ On track</p> <ul style="list-style-type: none"> • Monitoring NDIS Review early findings and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability papers and considering the information in the context of the Disability Inclusion Bill. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Tasmania – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability</i>	2021–2023	• Policy developed and implemented.	■ N/A ■ Completed <ul style="list-style-type: none">• 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.



Australian Capital Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>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.</p> <p>Disability Justice Strategy - Community Services (act.gov.au)</p> <p><i>Linked to Safety Rights and Justice Policy Priority 4: People with disability have equal access to justice</i></p>	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> <ul style="list-style-type: none"> The First Action Plan for the Disability Justice Strategy is nearing completion, and the Second Action Plan is under development. Annual progress reports are available at Disability Justice Strategy – Community Services (act.gov.au) 	<p>■ On track</p> <ul style="list-style-type: none"> Implementation of the Disability Justice Strategy continues and the first two annual reports outlining progress are available.



Australian Capital Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	Guardianship Reform and Supported Decision Making 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. <i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected.</i>	2022	<ul style="list-style-type: none"> Guardianship legislation is amended. Supported decision-making program is implemented and evaluated. 	<ul style="list-style-type: none"> ■ On track The ACT Government is moving towards a Supported Decision Making (SDM) environment in both legislation and practice. The ACT Government demonstrates this commitment through commencement of a project that supports guardians to be more aware of their rights and obligations. The ACT Government continues to support people with disability to understand and access SDM and funds ADACAS to progress this work for the next two years. 	<ul style="list-style-type: none"> ■ On track Consultations with community and stakeholders about legislation reform has been completed. A supported decision-making program has been implemented and expanded for 2022–2023.
2.2	Offences Against Vulnerable People Legislation Monitor new legislation, the Crimes (Offences Against vulnerable People) Legislation Amendment Bill 2020, to evaluate its effectiveness at protecting people with disability. <i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation</i>	2022	<ul style="list-style-type: none"> Review of the Crimes (Offences Against Vulnerable People) Legislation Amendment Act 2020 occurs. 	<ul style="list-style-type: none"> ■ Completed The review of the offences against vulnerable people commenced on 27 November 2022. A YourSay consultation was conducted for the review from April-May 2023. The report of the review will be tabled in the Legislative Assembly in late 2023. 	<ul style="list-style-type: none"> ■ On track The Crimes (Offences Against Vulnerable People) Legislation Amendment Act 2020 commenced in April 2021 and introduced 3 new offences to the Crimes Act 1900 (ACT).



Australian Capital Territory – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.3	<p>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><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation</i></p>	Ongoing	<ul style="list-style-type: none"> • People with disability are accessing the ACT HRC complaint scheme. 	<p>■ Completed</p> <ul style="list-style-type: none"> • HRC receives complaints from and on behalf of people with a disability experiencing abuse, neglect or exploitation in the ACT. • Data and case studies are reported in the HRC Annual Report. The 2022–2023 annual report will be published at Corporate documents – ACT Human Rights Commission. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.
2.4	<p>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><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation</i></p>	Ongoing	<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>■ Completed</p> <ul style="list-style-type: none"> • The Registrar has increased engagements with identified non-NDIS registered providers delivering services in the ACT. • This has strengthened provider’s awareness of quality standards and reporting obligations in the ACT. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Australian Capital Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.5 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><i>Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation</i></p>	Ongoing	<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>■ Completed</p> <ul style="list-style-type: none"> The OVDS continue to visit eligible people to provide support and oversight. An issues register is maintained and the OVDS raise systemic issues with the Minister on a quarterly basis. 	<p>■ On track</p> <ul style="list-style-type: none"> 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. 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.

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 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><i>Linked to Safety, Rights and Justice Policy Priority 3: Policies processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	2021–2022	<ul style="list-style-type: none"> People with disability access Health Justice Partnership program. 	<p>■ Completed</p> <ul style="list-style-type: none"> Approximately 16% of people accessing HJP in the 2021–2022 reporting period, advised they have a disability. The number of people accessing the HJP service with a disability continues to increase. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
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Australian Capital Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>3.2</p>	<p>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><i>Linked to Safety, Rights and Justice Policy Priority 4: People with disability have equal access to justice</i></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> <ul style="list-style-type: none"> • The First Action Plan for the Disability Justice Strategy is nearing completion, and the Second Action Plan is under development. • Annual progress reports are available at Disability Justice Strategy – Community Services (act.gov.au). 	<p>■ On track</p> <ul style="list-style-type: none"> • The community of practice is operational. Trialing of an identification tool has commenced in some justice agencies. ACT Corrective Services have launched their Disability Action and Inclusion Plan.



Australian Capital Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
<p>3.3</p>	<p>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><i>Linked to Personal and Community Support Policy Priority 1: People with Disability are able to access supports that meet their needs</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> ISRP program continue to operate and support individuals with complex needs. 	<p>■ Completed</p> <ul style="list-style-type: none"> The ISRP continues to provide support and coordination for NDIS participants in crisis or at risk of crisis. Emergency funding is also available for the provision of support in an emergency situation. This program is ongoing. 	<p>■ On track</p> <ul style="list-style-type: none"> 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>3.4</p>	<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> <p><i>Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability</i></p>	<p>2021–2023</p>	<ul style="list-style-type: none"> Disability Health Strategy is launched. 	<p>■ On track</p> <ul style="list-style-type: none"> The DHS is due to be launched in late 2023. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Capital Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>3.5 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> <p><i>Linked to Safety, Rights and Justice Policy Priority 3: Policies processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	2021–2022	<ul style="list-style-type: none"> Better Safety Project is implemented and evaluated. 	<p>■ Some delays</p> <ul style="list-style-type: none"> This trial was very successful in establishing a Disability Liaison Officer (DLO) at the Domestic Violence Crisis Service (DVCS), a local front line responding agency. The ACT Government has committed to funding this role for an addition two years which will also ensure the DLO can join the Disability Justice Liaison Officer Community of Practice. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Better Safety Project has commenced and will be evaluated in 2023.
<p>3.6 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> <p><i>Linked to Safety Rights and Justice Policy Priority 6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability</i></p>	2021–2022	<ul style="list-style-type: none"> Intermediary Program continues to operate. 	<p>■ Completed</p> <ul style="list-style-type: none"> This program has been successfully delivered within the reporting period and is now an ongoing program. Intermediary Program continues to operate. The Intermediary Program has seen a 48% increase in the number of referrals received since the last reporting period. Nearly 50% of all referrals indicate a communication issue other than age. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Capital Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
Objective 4 – Reduce and eliminate the use of restrictive practices in all government service systems.				
<p>4.1 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 Senior Practitioner Act 2018 to reduce and eliminate the use of restrictive practices by service providers in the ACT.</p> <p><i>Linked to Safety Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	Ongoing	<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>■ Completed</p> <ul style="list-style-type: none"> The Office of the Senior Practitioner reports the use of restrictive practices annually and are developing the data system to generate more sophisticated reporting on the use of restrictive practices over time. This work is ongoing. 	<p>■ On track</p> <ul style="list-style-type: none"> 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>4.2 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 Senior Practitioner Act 2018.</p> <p><i>Linked to Safety Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	Ongoing	<ul style="list-style-type: none"> The Restrictive Practices Oversight Steering Group continue to operate. 	<p>■ Completed</p> <ul style="list-style-type: none"> This group was ceased in April 2023 after almost 5 years of operation. Stakeholders will continue to be engaged through grouped-sector-based quarterly meetings. 	<p>■ On track</p> <ul style="list-style-type: none"> As per action 4.1



Northern Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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</p>	<p>Identify a strength based model that enables a safe and secure environment for people with disability to identify and flag risks of harm.</p> <p><i>Linked to Safety, Rights and Justice</i></p> <p><i>Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p> <p><i>Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></p>	<p>2022</p>	<ul style="list-style-type: none"> Guidelines for a safe environment for interactions with people with disability and the service system. 	<p>■ Completed</p> <ul style="list-style-type: none"> The Department of Territory Families, Housing and Communities has developed the Northern Territory Domestic and Family Violence Risk Assessment and Management Framework (RAMF) for use by every NT Government agency and within the service delivery sector. Domestic and family violence risk assessment and management Department of Territory Families, Housing and Communities. The RAMF provides guidelines for the assessment and interaction to ensure appropriate support for people with disability at risk of experiencing, or being at risk of experiencing harm. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Northern Territory – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.2	<p>Develop and implement policy, guidelines, and resources to recognise the safety risk factors for people with disability.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></p>	2022	<ul style="list-style-type: none"> Guidelines for a safe environment for interactions with people with disability and the service system. 	<p>■ Completed</p> <ul style="list-style-type: none"> The Northern Territory Domestic and Family Violence Risk Assessment and Management Framework (RAMF) and practice guides are based on current evidence and best practice in Domestic Family Violence (DFV) risk assessment and management. Domestic and family violence risk assessment and management Department of Territory Families, Housing and Communities. Alignment with the RAMF is mandatory for Information Sharing Entities (ISEs) under the NT's DFV Information Sharing Scheme, however, the Framework and Common Risk Assessment Tool (CRAT) are intended to guide and support all DFV and related organisations and services, whether or not they are ISEs, to better assess, respond to and manage DFV risk. 	<p>■ On track</p> <ul style="list-style-type: none"> Action item in the NT Disability Strategy 3 year action plan 2022–2025: Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.



Northern Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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>Identify systems to monitor the ongoing interactions of people with disability and existing government agencies.</p> <p><i>Linked to Safety, Rights and Justice</i></p> <p><i>Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></p> <p><i>Policy Priority 3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children</i></p>	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> <ul style="list-style-type: none"> Work has commenced to secure funding to support a pilot program to resource and establish an allied health multi-disciplinary team (MDT) within Darwin Correctional Centre. The MDT will work to increase the safety of people with disability by reducing their risk of victimisation through establishment of personalised safeguards and targeted supports and will include data from youth justice, legal advocacy and domestic violence services. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Northern Territory – Safety

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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.				
<p>3.1 Improve interagency sharing of information to support the ‘no wrong door’ approach to the government service system.</p> <p><i>Linked to Safety, Rights and Justice</i></p> <p><i>Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p> <p><i>Policy Priority 5: People with disability have equal access to justice</i></p>	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> <ul style="list-style-type: none"> Alignment with the Northern Territory Domestic and Family Violence Risk Assessment and Management Framework (RAMF) is mandatory for Information Sharing Entities (ISEs) under the NT’s DFV Information Sharing Scheme. Domestic and family violence risk assessment and management Department of Territory Families, Housing and Communities. The Framework and Common Risk Assessment Tool (CRAT) are intended to guide and support all DFV and related organisations and services, whether or not they are ISEs, to better assess, respond to and manage DFV risk. Additionally, the Department of Territory Families Housing and Communities has updated the agency Complaints Policy to ensure reference and consideration to people with a disability making a complaint. 	<p>■ On track</p> <ul style="list-style-type: none"> Action item in the NT Disability Strategy 3-year action plan 2022–2025 to: <ul style="list-style-type: none"> Improve interagency sharing of information to support the ‘no wrong door’ approach to the government service system.
<p>3.2 Develop and implement a strength based Northern Territory Disability Strategy.</p> <p><i>Linked to Safety, Rights and Justice Policy</i></p> <p><i>Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</i></p>	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. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> Action items include: <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.



Northern Territory – Safety

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
3.3	<p>Review and update the <i>Disability Services Act 1993</i>.</p> <p><i>Linked to Safety, Rights and Justice Policy Priority 5: People with disability have equal access to justice</i></p>	2022–2025	<ul style="list-style-type: none"> Legislative changes are ratified. 	<p>■ Paused</p> <ul style="list-style-type: none"> The scope of the review of the <i>Disability Services Act 1993</i> will be broadened to consider findings from the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and National Disability Insurance Scheme Review are handed down. 	<p>■ On track</p> <ul style="list-style-type: none"> A Bill to amend the Act is on the Legislative timetable for 2023.

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

4.1	<p>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. <p><i>Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected</i></p>	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>■ Some delays</p> <ul style="list-style-type: none"> Draft Restrictive Practices Guidelines have been developed and consultation is occurring, through the whole of department Dynamics project. The guidelines rely on a system to capture and monitor the use of restrictive practices. There have been delays in the Dynamics project. 	<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.
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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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Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>The National Emergency Management Agency 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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>From 2021–2022</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>National Emergency Management Agency</p> <ul style="list-style-type: none"> • The National Emergency Management Agency (NEMA) through the Australian Institute for Disaster Resilience (AIDR) continues to research content for a Knowledge Hub collection focusing on disabilities and disasters. • Recent examples include facilitating the “Leave Nobody Behind” webinar series, culminating in a National Forum in June 2023, which allowed for sector stakeholders to discuss how new policy developments can be incorporated into disaster management practices. 	<p>■ On track</p> <ul style="list-style-type: none"> • The Australian Institute for Disaster Resilience (AIDR) is developing a ‘disability and disaster’ collection, to be delivered by late 2022. • AIDR also consults with vulnerable groups such as people with disability in developing new publications.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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> <p>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.</p> <p>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> <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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></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><i>National Disability Insurance Agency</i></p> <ul style="list-style-type: none"> • The NDIA has been undertaking bilateral negotiations to deliver the signed Head Agreements and Health schedules with each jurisdiction and there has been a high level of engagement to progress these. • While this work is not completed, it remains a priority to progress. • Seven head agreements have been executed, with discussions continuing with the final state. 	<p>■ Some delays</p> <ul style="list-style-type: none"> • Three Head Agreements signed, the other 5 are in progress. • Discussions to develop Emergency Management Schedules have commenced with jurisdictions.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>1.3 The National Disability Insurance Agency (NDIA) will be able to:</p> <p>Offer feedback (when requested) on state emergency planning documentation (but will not be an owner of the document or process).</p> <p>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.</p> <p>Nominate a senior liaison to participate in and contribute advice to state-run emergency management bodies in the event of an emergency.</p> <p><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<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><i>National Disability Insurance Agency</i></p> <ul style="list-style-type: none"> • The NDIA is ready to review or promote emergency planning material or participate in planning forums as required. • The NDIA can contribute advice during emergency events or ongoing events such as the COVID 19 pandemic. • The NDIA is represented on the COVID-19 Disability Advisory Committee and Department of Social Services led COVID-19 State and Territory monthly bi-lateral meetings and promotes the development and use of emergency planning. • Through data sharing agreements the NDIA shares data to support health initiatives to contribute to improved outcomes for participants when facing COVID-19 emergencies. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
<p>1.4</p>	<p>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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>2021–2022 to 2023–2024</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><i>Department of Health and Aged Care</i></p> <ul style="list-style-type: none"> A report on the lessons learned by the COVID-19 Disability Advisory Committee was developed and published. The report will inform revision of national health emergency response plans, report available at Lessons learned during the COVID-19 pandemic – Advisory Committee on the Health Emergency Response to COVID-19 for People with Disability Australian Government Department of Health and Aged Care. <p><i>National Emergency Management Agency</i></p> <ul style="list-style-type: none"> The Higher Risk Weather Season Preparedness Program is being re-developed to bring together senior members across government, jurisdictions, industry and not-for-profit sectors, with the inclusion of the disability care sector. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress	
<p>1.5</p>	<p>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> <p><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>2021–2022 to 2023–2024</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>Department of Health and Aged Care</p> <ul style="list-style-type: none"> The department is in the process of developing a single source plan consolidating all existing health emergency response plans, including the National CDPLAN. This new single source plan will include guidance that will ensure appropriate communications are made with state and territory governments to provide clarity on agency roles and responsibilities for responding to health emergencies for people with disability and the disability sector. 	<p>■ On track</p> <ul style="list-style-type: none"> 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</p>	<p>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> <p><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>2021–2022 to 2023–2024</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>Department of Health and Aged Care</p> <ul style="list-style-type: none"> '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>■ On track</p> <ul style="list-style-type: none"> '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.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></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. <ul style="list-style-type: none"> The Government announced development of a National Messaging System (NMS) which will use cell broadcast technology to send telephony based warnings. NMS will initially operate in parallel with the existing Emergency Alert (EA), thereby maintaining the capability to deliver automated telephone warning messages. 	<p>■ N/A</p> <p>National Emergency Management Agency</p>	<p>■ Completed</p> <ul style="list-style-type: none"> The capability to deliver automated voice messages currently exists through the Emergency Alert system managed by Emergency Management Victoria
<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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>As required</p>	<ul style="list-style-type: none"> Disability advocacy groups will be engaged during the build of the NMS. 	<p>■ On track</p> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> The National Emergency Management Agency (NEMA) is currently planning consultation for National Messaging System reviews and upgrades; this will include engagement with disability advocacy groups. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></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>■ Some delays</p> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> • NEMA’s evaluation strategy and its supporting documents are under review following the establishment of NEMA. • This review will include guidance for data collection and monitoring and evaluation methodologies to be inclusive of people with disability. • The Independent Review of Commonwealth Disaster Funding is giving consideration to inclusion and engagement of people with disability. • The Systemic Monitoring and Evaluation Learning System for the National Disaster Risk Reduction Framework is assessing the extent of disability inclusion in disaster risk reduction governance, policies and programs. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.4</p>	<p>The National Emergency Management Agency incorporating the former National Recovery and Resilience Agency will promote disability inclusion in disaster management, preparedness and recovery planning. This will be realised through expressed Government support of disability inclusion both internally and externally, through Agency stakeholders.</p> <p><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>From 1 July 2021</p>	<ul style="list-style-type: none"> • Statements made within the National Emergency Management Agency’s work, references ongoing its commitment to disability inclusion. 	<p>■ On track</p> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> • NEMA is continuing to reference and promote disability inclusion both internally and externally through all policies and programs, ensuring disability advocacy groups are consulted in all aspects of disaster management. Recent initiatives include: • Planning for the high risk weather season (HRWS), which involves a brief to the disability sector as part of the wider program. • The Second National Action Plan to implement the National Disaster Risk Reduction Framework has a strong focus on inclusive representation, engagement and consideration of all cohorts of at-risk and disaster-affected communities. • The inclusion of a “Coordinating Recovery Support for People with a Disability” module in the Recovery Exercising Toolkit, released March 2023.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>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.</p> <p><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></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 Emergency Management Agency (incorporating the former National Recovery and Resilience Agency) business areas. 	<p>■ On track</p> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> A Disability Inclusive Disaster Risk Reduction (DIDRR) Scoping Study has been completed by the University of Sydney under contract to NEMA on the inclusivity of Emergency Management Plans across States, Territories and LGA's which identifies gaps in existing evidence and resources. Relevant findings from an evaluation of the National Bushfire Recovery Fund are currently being considered by NEMA. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>2021–2022 to 2023–2024</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><i>Department of Health and Aged Care</i></p> <ul style="list-style-type: none"> • The COVID-19 Disability Advisory Committee and the Disability and Health Sector Consultation Committee informed the health emergency response to COVID-19 for people with disability, including actions to support people with intellectual disability. • Health equity is part of the strategic intent of the Australian Centre for Disease Control being established from 2024 to improve public health emergency response. <p><i>National Emergency Management Agency</i></p> <ul style="list-style-type: none"> • All national plans are currently undergoing a review which aims to provide inclusive access at the strategic levels to support jurisdictions in responding to disasters affecting people with a disability. • The Higher Risk Weather Season Preparedness Program is being re-developed to bring together senior members across government, jurisdictions, industry and not-for-profit sectors, with the inclusion of the disability care sector. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Australian Government – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.7</p>	<p>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><i>Link to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>2021–2022 to 2023–2024</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><i>Department of Health and Aged Care</i></p> <ul style="list-style-type: none"> Until 31 January 2023, NDIS providers and self-managed-participants could request personal protective equipment (PPE) from the National Medical Stockpile. DSS now manages PPE access for NDIS providers and self-managed-participants. <p><i>National Emergency Management Agency</i></p> <ul style="list-style-type: none"> The National Coordination Mechanism is available to stabilise potential or emerging crises, including coordinating management of supply chain issues such as access to PPE, vaccines or health equipment.



New South Wales – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked with Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Contacts made per emergency incident. 	<p>■ On track</p> <ul style="list-style-type: none"> • NSW has supported cross agency forums on emergency response and person centred preparedness and developed policy papers on lessons learnt to inform future responses. • During COVID-19 the interdepartmental working group coordinated agency responses and clarified responsibilities. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



New South Wales – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>1.2 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><i>Linked with Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	Ongoing	<ul style="list-style-type: none"> • Helpline call and supports reported. 	<p>■ On track</p> <ul style="list-style-type: none"> • Service NSW continues to operate a COVID-19 hotline. • Call volumes are extremely low and inquiries are only in relation to testing requirements. • Service NSW supports some customers with different options of providing Proof Of Identity virtually and not having to attend a Service Centre in person. • Over 80% of Contact Centre staff have completed disability awareness training. 	<p>■ On track</p> <ul style="list-style-type: none"> • NSW worked with the NDIA to directly contact NDIS participants in social housing settings potentially at risk during COVID-19. • NSW also conducted a community outreach program to encourage the uptake of vaccinations for unvaccinated or partly vaccinated NDIS participants.
<p>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).</p> <p><i>Linked to Safety Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma</i></p>	2022	<ul style="list-style-type: none"> • Forum conducted. 	<p>■ Completed</p> <ul style="list-style-type: none"> • The NSW Disability Stakeholder Forum on disaster/emergency was held in November 2022. • NSW agencies and key stakeholders understand the importance of Person Centred Disaster Preparedness and the need for this to be incorporated into disaster/emergency management planning. 	<p>■ On track</p> <ul style="list-style-type: none"> • Forum to be held in October/November 2022.



New South Wales – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<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> <p><i>Linked with Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	Ongoing	<ul style="list-style-type: none"> Annual reporting. 	<p>Some delays</p> <ul style="list-style-type: none"> The restructure of Resilience NSW has distributed responsibility for disaster responses across multiple agencies. Department of Communities and Justice now has responsibility for evacuation centres and emergency accommodation and is reviewing accessibility of centres, and provision of additional needs for people with disability and promoting Persons Centred Preparedness. 	<p>Paused</p> <ul style="list-style-type: none"> 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.



Victoria – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<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> <ul style="list-style-type: none"> • Victoria commenced data sharing discussions for people most at risk in emergencies with the Commonwealth and other states departments and agencies. 	<p>■ On track</p> <ul style="list-style-type: none"> • Victoria continues to advocate for data sharing from the Commonwealth to identify people most at risk who require assistance to evacuate during an emergency.



Victoria – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>1.2 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><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></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>■ Completed</p> <ul style="list-style-type: none"> The two accessible communication advisers commenced in late 2022 focused on accessible emergency management communications and whole of government uplift strategies. Training and capability building across the emergency management sector commenced during 2022–2023. 	<p>■ Some delays</p> <ul style="list-style-type: none"> Attraction and recruitment is underway for both accessible emergency communications roles.
<p>1.3 Police</p> <p>When planning evacuations, Victoria Police considers high-risk communities, including people with disability.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>2021–2023</p>	<ul style="list-style-type: none"> Plans include appropriate supports for people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> There are approximately 700 members at Sergeant and Senior Sergeant rank trained in evacuation and traffic management manager roles. Part of that training includes sessions on the Vulnerable Persons Register, and vulnerable people (including people with disability) generally within communities. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Victoria – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	<p>2021–2022</p>	<ul style="list-style-type: none"> Number of people with disability assisted through the program. 	<p>■ Completed</p> <ul style="list-style-type: none"> The program has responded to more than 31,780 referrals since December 2020 including supporting people with disability to access to more than 17,390 COVID-19 vaccinations. 	<p>■ On track</p> <ul style="list-style-type: none"> The program assisted over 10,000 Victorians with disability. Funding of \$4.1 million has been provided through the 2022–2023 State budget to continue the Disability Liaison Officer (DLO) program in health services.



Queensland – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 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). 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><i>Linked to Health and Well-being Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></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> <ul style="list-style-type: none"> Home Fire Safety Guide updated to include depictions of people with disability, Easy-English and pictorial guides. Resources are periodically reviewed. Emergency warning templates have been co-designed with people with disability. 	<p>■ On track</p> <ul style="list-style-type: none"> 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. Analysing insights from stakeholder engagement about implementation of the Australian Warning System in Queensland (recommendation 13.3).



Queensland – Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.2	<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><i>Linked to Health and Well-being Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	2021–2025	<ul style="list-style-type: none"> Percentage of new human and social recovery plans that are inclusive of people with disability 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> 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.
1.3	<p>Maintain involvement in the National Disability Insurance Scheme After Hours Crisis Referral service as part of its Exceptionally Complex Support Needs Program.</p> <p><i>Linked to Health and Well-being Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	2022–2024	<ul style="list-style-type: none"> 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. 	<p>■ On track</p> <ul style="list-style-type: none"> Between 1 July 2022 and 30 June 2023, 134 after-hours crisis referrals were accepted in Queensland. Most referrals were from Queensland Health and the Queensland Ambulance Service. The AHCR team assisted in the connection to mainstream services where possible/if needed. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Queensland – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>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.</p> <p><i>Linked to Health and Well-being Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	2022–2025	<ul style="list-style-type: none"> 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. 	<p>■ On track</p> <ul style="list-style-type: none"> Work on the enhanced Queensland Emergency Risk Management Framework and Queensland Risk Information Portal is currently subject to the emergency service and disaster management reform process occurring in Queensland. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
2.2	<p>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> <p><i>Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs</i></p>	2021–2023	<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>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> 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.



Queensland – Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.3	<p>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> <p><i>Linked to Health and Well-being Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	2021–2025	<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.	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none">100% of 2021–22 District Human and Social Recovery Groups include a person with disability, representative or ability to engage a representative.



Western Australia – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 Review Preparedness Plans with Disability Sector Ensure that the needs of people with disability are addressed in the event of an emergency. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	Ongoing	<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. 	■ On track <ul style="list-style-type: none"> State of Emergency ceased in WA. COVID-19 lessons learnt process undertaken and recommendations informing Agency and Partner emergency management structures. Local Emergency Management Arrangements in WA undergoing review. 	■ On track <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.
1.2 Engage with Disability Sector in Emergency Planning and Preparedness and in Review Post emergency. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	Ongoing	<ul style="list-style-type: none"> Level of engagement with disability sector through Emergency Management Stakeholder Forums and at post-emergency events. 	■ Completed <ul style="list-style-type: none"> Emergency Welfare Partners Strategy developed, inclusive of people with disability. Establishment of the State Welfare Emergency Committee Operational Sub-group to be more inclusive in emergency relief and support delivery. 	■ On track <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.



Western Australia – Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.3	<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><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	By 2024	<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"> National Disaster Risk Reduction Grants program developed to endeavour to build the capability of the community sector to support people at increased risk in emergencies, including those living with a disability. 	<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.

2.1	<p>Implement Customer Relationship Management System that provides a person-centred response for people with disability.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	By March 2022	<ul style="list-style-type: none"> Progress on: Initial release. Testing and remediation. Staff training and induction. Pilot. 	<p>■ Completed</p> <ul style="list-style-type: none"> Customer Relationship Management system is operational. All staff deployed for emergencies undergo training/induction. Has capacity to support person-centred response. 	<p>■ On track</p> <ul style="list-style-type: none"> Department of Communities' emergency management customer relationship management system went live in November 2021.
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Western Australia – Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.2	<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><i>Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	Ongoing	<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"> • Disability accessible accommodation is stored and/or sourced as required through Local Welfare Plans, State Accommodation plan, district emergency services offices and logistics cells based on event type/location. 	<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.



South Australia – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	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 <ul style="list-style-type: none"> This action is in its preliminary scoping and planning stages to inform future action. Forum engagement will be reviewed on an annual basis. 	■ On track <ul style="list-style-type: none"> 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). <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	2022	<ul style="list-style-type: none"> A review of existing procedures is undertaken in line with disability access strategies in mind. 	■ N/A	■ Completed <ul style="list-style-type: none"> Emergency warden training now includes information to better assist people with disability during evacuation procedures.



South Australia – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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 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. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	Ongoing	<ul style="list-style-type: none"> Technology solutions identified. Technology solutions implemented. 	■ On track <ul style="list-style-type: none"> SA Police continue to work towards an Advanced Mobile Location service, National Relay Service and Text to Triple 000. 	■ On track <ul style="list-style-type: none"> 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. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	Ongoing	<ul style="list-style-type: none"> Contacts and connections established with service providers and sites. 	■ On track <ul style="list-style-type: none"> SA Police is part of the Persons at Risk in Emergencies Project which is a collaborative project being led by the South Australian Government in partnership with the South Australian Council for Social Service. 	■ On track <ul style="list-style-type: none"> Disability Service Development Advisory Group, which is under development, and the review of training under the Safety TAP will assist in achieving this action.



South Australia – Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.3	<p>Disaster Risk Reduction Grants Program criteria includes delivering outcomes inclusive of people more at risk in emergencies.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	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> <ul style="list-style-type: none"> Grant funding has continued to support ongoing work to improve resilience of people with disability in emergencies. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.
2.4	<p>Recovery Programs include an element to increase resilience and reduce risk for people more at risk in emergencies.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	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> <ul style="list-style-type: none"> A review of the State Emergency Management Plan was undertaken to ensure plans support people with disability. Ten new principals were incorporated into the SEMP and ongoing monitoring will occur. 	<p>■ On track</p> <ul style="list-style-type: none"> Debriefs and Evaluation Program of Recovery is informing lessons management and capability development.
2.5	<p>Review the People at Risk in Emergencies Framework and associated Action Plan developed in 2019 and develop a new Action Plan.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	June 2022 – 30 June 2024	<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> <ul style="list-style-type: none"> In 2022, a second implementation plan for the People at Risk in Emergencies Framework for South Australia was developed. A working group has been established to implement the Action plan by 2024. 	<p>■ On track</p> <ul style="list-style-type: none"> A project has been funded through the Disaster Risk Reduction Program commencing in June 2022 and ending in April 2024.



South Australia – Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
2.6	<p>Emergency Management Sector State Government agencies implement and report against their respective Disability Access and Inclusion Plans.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	2021–2024	<ul style="list-style-type: none"> Implementation and reporting against State Government agency Disability Access and Inclusion Plans. 	<p>■ On track</p> <ul style="list-style-type: none"> The South Australian Emergency Services Sector is implementing and reporting against actions in its Disability Access and Inclusion Plan 2020–2024 which supports the Inclusive SA: State Disability Inclusion Plan 2019–2023. 	<p>■ On track</p> <ul style="list-style-type: none"> The Disability Access and Inclusion Plan was published in accessible format on agency website. It is the first Easy Read to be published.
2.7	<p>Continue to support planning and strategies across South Australia to protect the safety and wellbeing of people with a disability through COVID-19.</p> <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	Ongoing	<ul style="list-style-type: none"> Contribution to relevant strategies. 	<p>■ On track</p> <ul style="list-style-type: none"> Regular South Australian Disability Sector Reference Group meetings continue to be held to ensure providers are informed of any key changes, and to understand issues impacting the sector in relation to COVID-19. 	<p>■ On track</p> <ul style="list-style-type: none"> Continue the SA Disability Sector reference group to resolve COVID-19 related issues and provide sector updates. Developed guidance materials and policies to support the sector response to COVID-19.
2.8	<p>Continue working with SA Health to roll out COVID-19 vaccines to DHS disability clients.</p> <p><i>Linked to Health and Wellbeing Policy Priority 2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing</i></p>	Ongoing	<ul style="list-style-type: none"> Number of vaccinations administered to DHS Accommodation Services clients. 	<p>■ Completed</p> <ul style="list-style-type: none"> While the vaccine rollout program is complete, support continues to be provided to Department of Human Services disability clients to access vaccinations from the community or arranging the vaccination to be provided at their home. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Tasmania – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	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. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	September 2021 December 2021 Early 2022	<ul style="list-style-type: none"> Individual hazard workshops completed. Final TASDRA report endorsed. TASDRA report publicly available 	■ N/A	■ Completed <ul style="list-style-type: none"> Tasmania's State Emergency Service has completed the new iteration of TASDRA and this has been endorsed by the State Emergency Management Committee.
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. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing.</i>	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. 	■ Completed <ul style="list-style-type: none"> Terms of Reference were released for public consultation on 25 February 2022. Responses have been reviewed and relevant changes will be implemented through appropriate reform processes. 	■ On track <ul style="list-style-type: none"> Department of Police, Fire and Emergency Management is currently undertaking the review of the Act.



Tasmania – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>1.3 Commence implementation of recommendations from Tasmanian Government funded Disability Service Provider Emergency Preparedness and Management project.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing.</i></p>	2022	<ul style="list-style-type: none"> Increased mainstream knowledge of disability community emergency management requirements. 	<p>■ On track</p> <ul style="list-style-type: none"> Community and Disability Services have engaged extensively with Emergency Management. Resilience and Recovery forums focusing on identifying ways for emergency services and community support providers/ peak bodies to work together to better enable people at increased risk in flood, severe storm and bushfire events. Engagement has been planned with local councils regarding suitability of evacuation centres for people with disability. Distribution of People at Increased Risk in an Emergency: a guide for Tasmanian government and non-government community service providers. Linkages have been made between the emergency management sector and the disability sector, with peaks and consumer voice organisations engaged with emergency preparedness, management and response work. Community and Disability Services representation on governance group for project focused on emergency management roles and supports for people with disability and or chronic illness. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Tasmania – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>Delivery of recommendations from the Royal Commission into National Natural Disaster Arrangements (RCNNDNA).</p> <p>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i></p>	2021–2025	<ul style="list-style-type: none"> Biannual reporting of the Tasmanian Government's implementation of RCNNDNA recommendations will commence from December 2021 and will be available on the National Recovery and Resilience Agency website. 	<p>■ On track</p> <ul style="list-style-type: none"> The Tasmanian Government continues to contribute to national reporting of implementation of RCNNDNA recommendations that are available from the National Recovery and Resilience Agency. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.



Tasmania – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.2</p>	<p>Commence implementation of recommendations from Tasmanian Government funded Disability Service Provider Emergency Preparedness and Management project.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing.</i></p>	<p>2022</p>	<ul style="list-style-type: none"> Increased mainstream knowledge of disability community emergency management requirements. 	<p>■ On track</p> <ul style="list-style-type: none"> Disability Services presented at the Northern Regional Emergency Management Committee regarding the capacity and needs of people with disability. Engagement has occurred with the Resilience and Recovery Team regarding suitability of evacuation centres for people with disability. Invitation to, and attendance at, forum focusing on identifying ways for emergency services and community support providers/ peak bodies work together to better enable people at increased risk in flood, severe storm and bushfire events. Engagement has been planned with local councils regarding suitability of evacuation centres for people with disability. Distribution of People at Increased Risk in an Emergency: a guide for Tasmanian government and non-government community service providers.



Australian Capital Territory – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	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. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing</i>	Ongoing	<ul style="list-style-type: none"> The planning tool is reviewed and relevant to current circumstances. 	■ N/A	■ Completed <ul style="list-style-type: none"> The Person-Centred Emergency Preparedness Planning Tool for COVID-19 is available on the Community Services Directorate Website.



Australian Capital Territory – Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.2	<p>Accessible Information</p> <p>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.</p> <p><i>Linked to Inclusive homes and communities Policy Priority 6: Information and communication systems are accessible, reliable and responsive</i></p>	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. 	<p>■ Completed</p> <ul style="list-style-type: none"> • Chief Minister Treasury Economic Development Directorate (CMTEDD) continues to produce communications in accessible formats. • Many formats are being produced including video, print, Easy English and the use of captioning and signing where possible. • WCAG compliance: <ul style="list-style-type: none"> • A new website design system is currently being developed for government websites that will be applied on all websites over the next 3 years. • An accessibility monitoring and improvement tool was implemented in early 2023, as a result we have improved WCAG AA compliance above 95% on 3 key ACT Gov websites. 	<p>■ On track</p> <ul style="list-style-type: none"> • 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.



Australian Capital Territory – Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	<p>The ACT COVID-19 Disability Strategy</p> <p>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive or people with disability, and support their physical and mental health, and wellbeing</i></p>	2020–2022	<ul style="list-style-type: none"> The ACT COVID-19 Disability Strategy is implemented. 	■ N/A	<ul style="list-style-type: none"> ■ 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	<p>COVID-19 – An ACT Operational Plan for People with Disability Second Edition</p> <p>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive or people with disability, and support their physical and mental health, and wellbeing</i></p>	2021	<ul style="list-style-type: none"> COVID-19 – An ACT Operational Plan for People with Disability Second Edition is completed and implemented. 	<ul style="list-style-type: none"> ■ Completed Following a review The Oversight Group (OG) agreed to cease the Operational Plan and rely on resources maintained at Home - COVID-19 (act.gov.au) ACT Health's website at their March 2022 meeting. Final OG meeting was 28 October 2022. 	<ul style="list-style-type: none"> ■ 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.



Northern Territory Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 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	Review and update the Northern Territory Disability Pandemic Plan, to include the input from the COVID-19 lockdown experiences in the Northern Territory. <i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability and support their physical and mental health and wellbeing</i>	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. 	■ N/A	■ Completed <ul style="list-style-type: none"> • The Northern Territory COVID-19 Disability Support Services Sub Plan was reviewed and updated in January 2022



Northern Territory Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>1.2</p>	<p>Interagency/Sector Emergency Management Meetings to be inclusive of disability service providers.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability and support their physical and mental health and wellbeing</i></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> <ul style="list-style-type: none"> • NT Emergency Services (NTES) provides free public briefings about how to prepare, respond and recover from hazards identified, and these are managed through our Community Engagement Unit. • The Public Information Group (PIG) is a functional group that ensures timely, accurate, consistent and coordinated release of public information in the event of a threat or emergency (Territory Emergency Plan Annex F(ix)) • The PIG coordinates all communication and media activity during a multi-agency emergency event, and leads development and release of all NTG public messages during response and recovery from an emergency event including coordination of AUSLAN interpreters.



Northern Territory Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.3	<p>Disability service providers to review and update the Emergency Management Plan for each organisation.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability and support their physical and mental health and wellbeing</i></p>	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> <ul style="list-style-type: none"> • Through community engagement initiatives and activities Hazard Management Agencies in the NT promote the importance of practical and tested emergency plans and safe strategies to empower communities to act in a timely and safe manner. (Territory Emergency Plan pg 28). • It is the responsibility of a Local Controller (NT Police) in each community to ensure there is a Local Emergency plan and that local community stakeholders have had a role in the development of that plan. 	<p>■ On track</p> <ul style="list-style-type: none"> • Support and guidance has been offered to all disability service providers to review and update Emergency Management Plans.



Northern Territory Emergency Management

Action		Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
1.4	<p>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.</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability and support their physical and mental health and wellbeing</i></p>	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>■ Completed</p> <ul style="list-style-type: none"> An employee of the Department of Territory Families, Housing and Communities with a disability has been appointed to the Welfare Management team. A project to develop a shared responsibility planning tool to support the identification of and planning for high risk cohorts in the Northern Territory context will be undertaken in 2023–2024. 	<p>■ On track</p> <ul style="list-style-type: none"> 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.

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>Update the Northern Territory Disability Pandemic Plan, into the following categories of prevention, preparedness, response (outbreak response) and stand-down (recovery).</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability and support their physical and mental health and wellbeing</i></p>	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. 	■ N/A	<p>■ Completed</p> <ul style="list-style-type: none"> The Northern Territory COVID-19 Disability Support Services Sub Plan was reviewed and updated in January 2022.
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Northern Territory Emergency Management

Action	Timeline	Indicator(s)	2022–2023 Status and Progress	2021–2022 Status and Progress
<p>2.2</p>	<p>Update Northern Territory Emergency Management Plan in disability service organisations into the following categories of prevention, preparedness, response (outbreak response) and stand-down (recovery).</p> <p><i>Linked to Health and Wellbeing Policy Priority 4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability and support their physical and mental health and wellbeing</i></p>	<p>Annual review and update</p> <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> <ul style="list-style-type: none"> • Support and guidance will be offered as needed to all disability service providers to review and update Emergency Management Plans. • Emergency plans are developed at Territory, Regional and local level and support arrangements to ensure that, should an emergency occur, all resources and services needed to respond, can be efficiently mobilised and deployed. • Local emergency plans provide advice around the triage of evacuation of medically vulnerable clients, managed through the Functional Group. • Through this group, support and guidance is offered to all disability service providers to review and update Emergency Management Plans. 	<p>■ On track</p> <ul style="list-style-type: none"> • Support and guidance has been offered to all disability service providers to review and update Emergency Management Plans.
<p>2.3</p>	<p>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.</p> <p><i>Linked to Education and Learning Policy Priority: 4: People with disability have increased opportunities to participation accessible and inclusive lifelong learning</i></p>	<p>Annual review and update</p> <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>■ N/A</p>	<p>■ Completed</p> <ul style="list-style-type: none"> • Auslan Interpreter employed in the Northern Territory for a period of 3 years. • Auslan Interpreter and Live Captions are utilised in response to emergencies.



Creating
an inclusive
community
together