



Creating
an inclusive
community
together

APPENDIX

3rd Targeted Action Plans Report

1 July 2023 to 30 June 2024

Australia's Disability Strategy 2021 - 2031

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About the Appendix





This Appendix provides an overview of the activities undertaken during the period 1 July 2023 – 30 June 2024 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. Where an action was completed in the previous reporting years, there is a progress status of Completed in past period with the year the action was completed. All actions have been linked back to the relevant Policy Priority in Australia's Disability Strategy 2021–2031.

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

| | |
|---|--|
|  Completed in period | Action was completed between 1 July 2023 and 30 June 2024. |
|  Ongoing | Activities under the action are still being progressed and will be absorbed into business-as-usual functions. Reporting on these activities will become part of normal annual report requirements as per Australian Government and state/territory government legislated reporting requirements. |
|  Discontinued | Action was not progressed. Activities under the action were either superseded by other reform or actions or a decision was made to withdraw the action. The progress update will provide details of why the action was discontinued. |
|  Completed in past period | Action was completed in either 2021–2022 or 2022–2023. |

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.

Link to jurisdictions

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Australian Government – Employment



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|---|---|--|
| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Employ My Ability – the Disability Employment Strategy Deliver the Disability Employment Strategy, a ten-year guiding framework for government, employers, and the broader community to increase employment opportunities for people with disability. | <ul style="list-style-type: none"> Employ My Ability – the Disability Employment Strategy is published | <div></div> Completed in past period Department of Social Services Completed in 2021–2022 |
| 1.2 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Disability Employment Services (DES) reform Develop a new disability employment support model to replace the DES program, which ends on 30 June 2023. | <ul style="list-style-type: none"> New disability employment support model to commence 1 July 2023 | <div></div> Ongoing Department of Social Services <ul style="list-style-type: none"> The Australian Government announced the new specialist disability employment program as part of the 2024–25 Budget. Minister Rishworth and the department attended a number of forums and conferences to discuss and promote the reforms. Further information and consultation opportunities are being updated on DSS Engage as they become available. The Department publicly released an Exposure Draft of the Request for Tender on 7 August 2024, with the approach to market planned to commence in the last quarter of 2024. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|--|---|---|
| 1.3 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Improve the motivation and capability of employers to attract, recruit and retain employees with disability: <ul style="list-style-type: none"> Redesign and promote the JobAccess website. Increase the number people with disability employed through National Disability Recruitment Coordinator (NDRC) job vacancies. Reform and promote the Employment Assistance Fund (EAF). | <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. | <div> <div></div> Ongoing </div> <p>Department of Social Services</p> <ul style="list-style-type: none"> The JobAccess website development has been delayed and is expected to be launched in late 2024. A refocus to increase the number of people with disability employed through the NDRC to commence 1 January 2025. Further progress has been made in reforming the EAF program with annual increases to amounts for capped services from 1 July 2023. The caps are: <ul style="list-style-type: none"> Building modifications such as automatic doors and alert systems Auslan Level 1 interpreting for work related activities Auslan Level 3 to help co-workers receive training (Certificate II in Auslan) to communicate with employees who use Auslan as their main method of communication Awareness training for the workplace – Disability awareness training; Deafness awareness training; Mental health awareness training. Specialised support and training packages for people with mental health conditions or specific learning disorders. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|---|--|--|
| 1.4 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | The Individual Placement and Support (IPS) Adult Mental Health pilot 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. Funding – \$1.9 million (2021–22 Budget). | <ul style="list-style-type: none">% of adult with mental illness with an employment or education outcome after participating in the program. | <div><div></div> Ongoing</div> <div>Department of Social Services</div> <ul style="list-style-type: none">The Adult Mental Health pilot has been extended until 30 June 2025.The pilot is being independently evaluated. Evaluation findings will be used to inform future policy.In 2023–24, 34% of young adults who exited the IPS Adult Mental Health pilot achieved a positive employment or education outcome. |
| 1.5 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | RecruitAble pilot Test and develop inclusive recruitment pathways and processes to maximise employment opportunities for people with disability. Funding – \$2.43 million (announced May 2021). | <ul style="list-style-type: none">Development of a model to apply inclusive recruitment practices within mainstream recruitment companies | <div><div></div> Ongoing</div> <div>Department of Social Services</div> <ul style="list-style-type: none">Testing of the RecruitAble model is continuing, with all participating employers having advertised roles and five participating employers having employed people with disability through the pilot.The pilot will end in December 2024 and the model will be evaluated by La Trobe University. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|--|--|---|
| 1.6 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Implement the New Employment Services Model (NESM) 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. 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. Enhanced Services Providers will provide accessible services for job seekers and participants including premises that are accessible to all participants (including those with disability). 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. | <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. |  Completed in past period Department of Employment and Workplace Relations Completed in 2021–2022 |






| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|---|---|---|
| 1.7 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Attract, recruit and retain more people with disability in the Australian Public Service 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. | <ul style="list-style-type: none">7% of employees with disability in the APS. | <div><div></div>Ongoing</div> <p>Australian Public Service Commission</p> <ul style="list-style-type: none">As at 31 December 2023, the number of APS employees who identify as having a disability is:<ul style="list-style-type: none">5.2% in agency HR systems, increase of 1.2% (2020).10.9% in APS Employee Census, increase of 2.4% (2020).In collaboration with the BETA team in Department of the Prime Minister and Cabinet, the final report 'Increasing disability identification in the APS', has been published.The report and fact sheets support better data collection practices for agencies and can be viewed at the following link: Increasing disability identification in the Australian Public Service Behavioural Economics (pmc.gov.au) |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|--|---|---|
| 1.8 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Employment pilots – connecting people to work in areas of skills shortage Partner with industry to trial pilot programs that connect Disability Employment Services participants to jobs in sectors that are experiencing skill shortages. Funding – \$7.6 million | Indicators will be tailored to each pilot and could include: <ul style="list-style-type: none">Number of people with disability employed as a result of the pilots. | <div><div></div>Ongoing</div> <p>Department of Social Services The Disability Employment Pilots are progressing well.</p> <p><u>Tourism Local Navigator Pilot</u></p> <ul style="list-style-type: none">Navigators are working with approximately over 1,300 employers reforming workplace culture and practices to build confidence of employers to employ people with disability.A voluntary 3-month extension with no additional funding was offered to the 12 Pilot providers.Eight providers are participating in the extension to 30 September 2024.The Pilot is being independently evaluated. Evaluation findings will be used to inform future policy. <p><u>Career Pathways Pilot</u></p> <ul style="list-style-type: none">The Australian Disability Network is working with Coles, Woolworths, Kmart & Target and Compass Group career pathways and leadership.Engagement and co-design with employees with disability is a core part of the Pilot.The pilot is Due to cease on 28 February 2025.The Pilot is being independently evaluated. Evaluation findings will be used to inform future policy. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|--|---|---|
| 1.9 | 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. | NDIS Participant Employment Strategy 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. | <ul style="list-style-type: none"> % of NDIS participants of working age in paid work. |  Completed in past period National Disability Insurance Agency Completed in 2022–2023 |
| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment | The Individual Placement and Support (IPS) program 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. | <ul style="list-style-type: none"> % of young people with mental illness with an employment or education outcome after participating in the program. |  Ongoing Department of Social Services <ul style="list-style-type: none"> The IPS program has been implemented and continues. In 2023–24, 62% of young people who exited the IPS program achieved a positive employment or education outcome. The IPS program is being independently evaluated. Evaluation findings will be used to inform future policy. |
| 2.2 | Linked to Employment and Financial security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Implement a new national Post-School Destinations Survey (PSDS) 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. | <ul style="list-style-type: none"> Survey implemented. % of respondents from priority cohorts at the national, state and territory levels. |  Completed in past period Department of Education Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|---|---|---|
| 2.3 | Linked to Employment and Financial security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Expand the Transition to Work program 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. 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. | <ul style="list-style-type: none">Continued assistance of, and increase in, the number job placements of Transition to Work participants with disability. |  Completed in past period Department of Employment and Workplace Relations Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|---|---|---|
| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | <p>NSW Premier’s priority to double the proportion of people with disability employed in the NSW public service by 2025.</p> <p>The NSW Public Service Commission (PSC) will continue to promote a workforce that reflects the diversity of the wider community and enable a culture of inclusion across the public sector.</p> <p>This approach emphasises the business imperative for diversity and inclusion, as well as an ethical responsibility of senior leaders across the sector.</p> | <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> Ongoing</p> <ul style="list-style-type: none"> This action transitioned from a Premier’s Priority to an election commitment to meet the target of 5.6% disability employment. As of 2023 2.6% of roles were held by people with disability. The target is supported by the <u>Disability Review</u>, which involves 9 sector-wide recommendations that range from embedding a consistent social model definition to workplace adjustment and procurement practices. The NSW Government has partnered with Get Skilled Access to work with departments to assess existing recruitment practices and recommend ways to improve recruitment of people with disability. |
| 1.2 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | <p>NSW Public Service Commission Age of Inclusion program</p> <p>The NSW Public Service Commission will continue to actively promote the Age of Inclusion program to raise the profile of disability inclusion across the public sector and to provide resources and information to support staff at all levels.</p> | <ul style="list-style-type: none"> Increase in people with disability in the NSW Public Service through the annual NSW public service survey of workforce participation. | <p> Completed in past period</p> <p>Completed in 2021–2022</p> |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|--|--|--|
| 1.3 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | <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> | <ul style="list-style-type: none">• Reports annually in the PSC survey. | <p>Completed in period</p> <ul style="list-style-type: none">• The NSW Public Service Commission delivered a range of Inclusion Forum/events to NSW public servants, including one specifically on disability in December 2023.• Other NSW public service inclusion events also maintained a focus on the experiences of people with disability and engaged people managers and Disability and Inclusion practitioners.• Future inclusion forums will be reviewed following movement of functions and changes to the PSC. |
| 1.4 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | <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> | <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>Completed in period</p> <ul style="list-style-type: none">• In 2022–23, Official Community Visitors (OCVs) had a focus in their visits on ‘Involvement in meaningful activities, including skills development’, which incorporated access to meaningful employment.• Where OCVs identified issues relating to access to employment, they raised those issues with the service provider for resolution and response.• The key issues and themes arising from this work were reported in the <u>OCV Annual Report 2022–23</u>, which was tabled in Parliament in October 2023.• In January 2024, the Ageing and Disability Commissioner (ADC) met with the NDIS Commission to discuss the issues identified by OCVs in relation to the involvement of people with disability in residential care to employment and other meaningful activities, to inform the work of the regulator in strengthening provider practice. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|--|--|---|
| 1.5 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | 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. | <ul style="list-style-type: none">Reported in annual staff survey and DIAP. | <div><div></div>Completed in period<ul style="list-style-type: none">Get Skilled Access is conducting a review of the accessibility and inclusion of recruitment and job roles for the Nursing and Midwifery workforce.Initial findings Due in July 2024.Demographic data is collected through the annual PMES survey, enabling NSW health to understand the experiences and perceptions of staff with disability.NSW Health established Diversity, Inclusion and Belonging Leads network where staff working in Disability and Inclusion across NSW Health can come together and discuss challenges, learn from each other and develop statewide solutions.</div> |
| 1.6 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | <p>NSW Government Agencies participating on the Australian Network on Disability (AND) access and inclusion index assessment and benchmarking exercise. <u>Access Inclusion Index</u></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> | <ul style="list-style-type: none">Annual reporting and benchmarking of participating agencies. | <div><div></div>Completed in period<ul style="list-style-type: none">A number of departments have completed the Access and Inclusion index assessment.All departments are undertaking activities to support increased representation towards the 5.6% election commitment.Departmental Disability Inclusion Action Plans are a key driver, as is a program of work being led by the Public Service Commission, with input from all departments and key agencies.Disability Confident Recruiter status is held by five departments and an agency (as at 24 April 2024).</div> |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|---|--|---|
| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment | <p>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> | <ul style="list-style-type: none"> Reporting on the outcomes framework. | <p> Ongoing</p> <ul style="list-style-type: none"> Under the 2019 Disability Strategy, the NSW Department of Education has implemented initiatives designed to: <ul style="list-style-type: none"> strengthen support; increase resources and flexibility; improve the family experience; and track outcomes. Key achievements: <ul style="list-style-type: none"> released an Inclusive Education Policy for students with disability; released practice materials for school staff; strengthened student behaviour support; progressed the Inclusive Assessment Program; improved complaints management processes; reformed our approach to funding. Since the development of the Outcomes Framework, the Department has released the Plan for NSW Public Education which includes a focus on equity groups, including students with disability. The Department will report on outcomes for students with disability through the Plan for NSW Public Education. |






| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|---|--|---|
| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability | 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. | <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. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> • Enablers Network continues to grow with over 950 members at end June 2024. • Department of Jobs, Skills, Industry and Regions are hosting the Enablers Network Senior Advisor until 2025, when the role is scheduled to rotate. • Enablers subgroups include ADHD Growth Network (400+ members) and Autism Success Network (300+ members) |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|---|--|---|
| 1.2 | Linked to Policy Priority Employment and Financial Security 1: Increase employment of people with disability | <p>Victorian Public Sector Commission</p> <p>Implement Getting to work: Victorian public sector disability employment action plan 2018–2025 including the following initiatives:</p> <ul style="list-style-type: none"> • Develop and launch inclusive employee life-cycle resources covering job creation and position descriptions; attraction strategies, recruitment and models; selection, onboarding, career and leadership development. • Implement disability awareness and confidence training for all levels of the VPS. • Partner with and support the Enablers Network, the Victorian public service network for employees with disability. • Lead and convene the Deputy Secretary Disability Employment Champion Round Table and Disability Employment Community of Practice in the Victorian Public Service (VPS) to work collectively on the implementation of Getting to Work and progressing whole of government disability inclusion initiatives. • 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. | <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> Ongoing</p> <ul style="list-style-type: none"> • In 2023, 8.5% of Victorian Public Sector employees shared their disability information through the People matter survey. • 13% of graduates in the 2023 Victorian Government Graduate Program entered via the Disability Pathway. • Whole of Victorian Government disability awareness eLearn modules have been developed and disseminated. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|---|---|---|
| 1.3 | Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Justice and Community Safety Attract, recruit and retain more people with disability in the Department of Justice and Community Safety. | <ul style="list-style-type: none">12% of respondents from DJCS people matters survey (PMS) identify as a person with disability. |  Ongoing <ul style="list-style-type: none">The 2024 People Matter Survey ran in June 2024.The VPSC will publish 2024 organisational-level results on the VPSC website in early 2025.A whole-of-DJCS People Action Plan will be developed to address these themes. |
| 1.4 | Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Develop special measures positions to create equitable and diverse pathways and opportunities for people with disability. | <ul style="list-style-type: none">Diverse opportunities across the department are established as special measure roles. |  Ongoing <ul style="list-style-type: none">DJCS is in the process of researching and implementing disability special measure roles across the department. |
| 1.5 | Linked to Policy Priority Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability | 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. | <ul style="list-style-type: none">Training, policies, procedures and accessible resources that support disability inclusion are in place. |  Completed in period <ul style="list-style-type: none">DJCS' Inclusive employment guide has been implemented and promoted alongside the Workplace Adjustment Policy.The DJCS Enablers Network is active and engages regularly with their Executive Disability Champion and the DJCS Board of Management.Disability awareness eLearns have been disseminated to all Victorian departments for rolling out in respective learning management systems. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|---|---|--|
| 1.6 | Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability | <p>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>Number of people with disability who have been supported through Jobs Victoria services*.</p> <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 in past period</p> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|--|--|---|
| 1.7 | Linked to Policy Priority Employment and Financial Security Policy 1: Increase employment of people with disability | <p>Social Procurement Framework</p> <p>The Social Procurement Framework (SPF) uses the government’s procurement expenditure to create jobs for those in the community who need them the most and to maximise social, economic and environmental outcomes for all Victorians.</p> <ul style="list-style-type: none"> The SPF supports Victoria’s diverse communities by providing employment opportunities through direct and indirect procurement approaches. For people with disability this includes: Direct procurement: delivers opportunities for Victorians with disability by government purchasing from Victorian social enterprises (who employ Victorians with disability) and Australian Disability Enterprises (ADEs) and the direct employment of Victorians with disability by suppliers to the Victorian Government. Indirect: improves employment outcomes for Victorians with disability through mainstream suppliers as part of contractual arrangements to deliver goods, services or construction for the Victorian Government by stipulating suppliers: <ul style="list-style-type: none"> adopt measures to create employment opportunities for people with disability; and/or engage social enterprises (who employ Victorians with disability) or Australian Disability Enterprises as part of their supply chain. <p>Funding: \$2m in 2020–21 budget and part of Getting Victorians back to work initiative in 2021–22 budget.</p> | <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>Completed in period</p> <ul style="list-style-type: none"> The SPF was implemented in 2018 and is now embedded in the procurement process. <ul style="list-style-type: none"> In 2021–22, \$6 million was directly spent with 40 Australian Disability Enterprises or certified social enterprises led by a mission for people with disability. In 2022–23, \$4.4 million was directly spent with 37 Australian Disability Enterprises or certified social enterprises led by a mission for people with disability. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|---|--|--|
| 1.8 | Linked to Policy Priority Employment and Financial Security Policy 1: Increase employment of people with disability | Victoria Police 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). | <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). | <div></div> Completed in past period Completed in 2022–2023 |
| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Policy Priority Employment and Financial Security Policy 2: Improve the transition of young people with disability from education to employment | Transition pathways in the justice system Dedicated entry level pathway programs for students with disability that include: <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). | <ul style="list-style-type: none"> Pathway programs lead to mainstream employment outcomes for people with disability. | <div></div> Ongoing <ul style="list-style-type: none"> Due to organisational changes, departments were not able to facilitate roles for students for the Stepping Into and Rise programs in 2024. |
| 2.2 | Linked to Policy Priority Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment | Dedicated work-experience programs for students with disability. | <ul style="list-style-type: none"> Work experience programs enhance pathway opportunities and mainstream employment outcomes for people with disability. | <div></div> Ongoing <ul style="list-style-type: none"> Currently-run work experience programs do not require identification of personal attributes. Work experience programs are open to all students including those with disability. Internships are run, rather than work experience, as a way to enhance employment outcomes. The Jobs Victoria Youth Employment Scheme (YES) provides young people with an opportunity to work in the Victorian Public Service in entry level roles for 12 months while completing accredited training. The program has a focus on young people facing barriers to employment, including a dedicated disability support stream. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.3 | Linked to Policy Priority Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Annual Disability Scholarship Program (DSP) to support career pathways for people with disability who are interested in a career in the justice system. Funding: \$60,000 per annum. | <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. | <div>■ Completed in period</div> <ul style="list-style-type: none"> The 2023 Disability Scholarship Program has been implemented. The program has been discontinued. |
| 2.4 | Policy Priority: Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Impact 21 initiative 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. 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. Funding: \$1.3m in 2020–2022. | <ul style="list-style-type: none"> Number of young people who have participated in employment tasters in partnership with Inclusion Foundation. | <div>■ Completed in past period</div> Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.5 | Policy Priority: Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Jobs Victoria Youth Employment Scheme (YES) 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. Funding: Recurrent annual funding with additional funding allocated in the 2019/20 budget to support the implementation of the program over two years. YES Disability support stream (pilot) 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. | <ul style="list-style-type: none">Number of young people with disability recruited through YES. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.6 | Linked to Policy Priority Education and Learning 3: Improve pathways and accessibility to further education and training for people with disability. | Skills First 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. <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. | <ul style="list-style-type: none">• Number of students commencements and completions of relevant courses funded under Skills First. | <div><div></div> Completed in past period Completed in 2022–2023</div> |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.7 | Linked to Policy Priority Employment and Financial Security: 2: Improve the transition of young people with disability from education to employment | TAFEs and dual sector universities learner support 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. Learners with disability can be referred to a student wellbeing advisor and linked to counselling and other welfare services as required. | <ul style="list-style-type: none">Number of disability liaison officers employed within the TAFE Network. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">In 2024, an initiative commenced in Victoria's TAFE Network to implement 16 Disability Support Transition Officers (DSTOs) to support students with disability transitioning to TAFEs. |
| 2.8 | Linked to Policy Priority Employment and financial security: 2: Improve the transition of young people with disability from education to employment | Support TAFE partnerships with disability service providers and disability-specific networks that assist learners with their educational, social and employment goals. \$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. | <ul style="list-style-type: none">Number of partnerships between TAFEs and disability services providers. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">The Victoria government has committed \$7.3 million over four years to employ disability transition officers across the Victorian TAFE Network.The officers help learners with disability and additional needs access and transition more effectively into post-secondary education. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.9 | Linked to Policy Priority Education and Learning 3: Improve pathways and accessibility to further education and training for people with disability. | Skills First Reconnect Program 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. 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. | <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. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• Since the Reconnect program commenced in 2021, there have been 7,326 participants engaged.• Approximately 37% of these participants are under 25 years of age.• 27% of this age group identify as having at least one disability.• There are over 30 Reconnect providers, comprising TAFES, Learn Locals, and Community Service Organisations.• The place-based learning 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. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.10 | Linked to Policy Priority 2: Improve the transition of young people with disability from education to employment. | <p>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> | <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> Ongoing</p> <ul style="list-style-type: none">• To the end of June 2024, Skills and Jobs Centres have supported 14,794 individuals with 3.2% of these individuals identifying as having a disability. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability | Build employment skills, experience and confidence of Queenslanders with disability through participation in the Skilling Queenslanders for Work (SQW) initiative. | <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. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> SQW is an ongoing initiative with an annual budget of \$80M As at 30 June 2024: <ul style="list-style-type: none"> 48.7% of people with disability secured employment and 58.3% gained a positive outcome following participation in SQW. 12.9% of participants across SQW programs identify as people with disability. 11,697 people with disability have been assisted under SQW.* <p>* Data since 2015 as at 30 June 2024</p> |
| 1.2 | <i>Linked to Employment and financial security Policy Priority 3: Strengthen financial independence of people with disability</i> | 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: <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. | <ul style="list-style-type: none"> Reported economic participation of people with disability. Reported economic independence of people with disability. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> The Mentoring for Growth program is an ongoing program. For the reporting period, 12 business mentees who identified as having a disability have participated in a Mentoring for Growth session. |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability | Support the sector to attract, recruit and retain more people with disability in the Queensland public sector. | <ul style="list-style-type: none">Percentage of employees with disability employed in the Queensland Public Sector. | <div><div></div>Ongoing<ul style="list-style-type: none">Public Sector Commission's directive on recruitment and selection (07/23) supports implementation of legislative provisions that formally integrate the concepts of merit and diversity.This opens a critical avenue for meeting diversity targets.As at March 2024, payroll data indicated 3.54% of employees identified as having a disability.In August 2023, 11% of respondents in the anonymous Working for Queensland employee survey indicated they have a disability.The Queensland public sector is continuing its efforts to improve representation of people with disability and achieve its employment target.</div> |
| 1.4 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy | Deliver the next state disability plan in collaboration with the Queensland Working Party, incorporating a focus on employment opportunities for people with disability. | <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. | <div><div></div>Completed in past period Completed in 2022–2023</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.5 | Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability | Design and implement the Disability Peak Bodies funding program and ensure it includes developing innovative ways to improve the employment of people with disability. | <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. | <div><div></div>Completed in period<ul style="list-style-type: none">The Queensland Disability Peak and Representative Bodies – Inclusion Program funding agreements are in place and include initiatives to increase employment.More information is available at: www.qld.gov.au/disability/adults/peak-body-support</div> |
| 1.6 | Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability | Fund disability peak bodies to deliver actions including to support employers in attracting, recruiting and retaining people with disability. | <ul style="list-style-type: none">Funding agreements in place with service providers and outcomes measured through regular service reporting. | <div><div></div>Completed in period<ul style="list-style-type: none">The Queensland Disability Peak and Representative Bodies Program funds organisations to deliver peak body services to Queenslanders with disability, their family members and carers, and disability service providers.Funded organisations provide community awareness, education and training for the disability sector, employers, and the broader community to influence community attitudes and remove barriers to inclusion including in relation to employment.More information is available at: www.qld.gov.au/disability/adults/peak-body-support</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|--|--|---|
| 1.7 | Employment and financial security Policy Priority 1: Improve employment of people with disability | 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. | <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. |  Completed in past period Completed in 2022–2023 |
| 1.8 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <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. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability. | 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. | <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. | <div>■ Completed in period</div> <ul style="list-style-type: none"> • SQW is an ongoing initiative with an annual budget of \$80 million. • As at 30 June 2024, and since 2015, 46.6% of young people (15 to 24 years) with disability secured employment following participation in SQW. • In 2023–24, 45.3% of young people (15 to 24 years) with a disability secured employment following participation in SQW. • Since 1 July 2014, 1,845 eligible applicants received support from the SDS program (as at 30 June 2024, cumulative since 2014). For the period 1 July 2023 to 30 June 2024, 155 eligible applications received support from the SDS program |
| 2.2 | Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Support eligible school leavers to access the NDIS to obtain the supports they need to transition from school-based learning programs to employment. | <ul style="list-style-type: none"> • Eligible school leavers are supported to access the NDIS through the Assessment and Referral Team. | <div>■ Completed in past period</div> <p>Completed in 2021–2022</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.3 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Strengthen career education support and transitions to life after school through implementing <i>Every student with a disability succeeding plan 2021–2025</i> . | <ul style="list-style-type: none">• Senior Education and Training Planning procedure published.• Career education support material published. | <div><div></div> Completed in past period Completed in 2021–2022</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | Employment participation in the WA Public Sector Implement the government's People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2021–2025. | <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). | <div>■ Ongoing</div> <ul style="list-style-type: none"> In 2023–2024, the proportion of public sector employees who identified as having disability was: <ul style="list-style-type: none"> 1.7 per cent in public sector agency Human Resources systems. 2.7 per cent in 2023 WA Public Sector Census. According to public sector agency HR systems, the number of public sector employees with disability increased to 2,117 in March 2024, up from 1,930 in March 2023. |
| 1.2 | Linked to Employment and Financial security Policy Priority 1: Increase employment of people with disability. | Employment opportunities Social Housing Economic Recovery Package provides inclusive employment outcomes for people with disability in the construction and allied industries. | <ul style="list-style-type: none"> Number of people with disability employed in the construction and allied industries. | <div>■ Discontinued</div> <ul style="list-style-type: none"> WA has experienced unprecedented, heated and constrained market conditions since the State Government announced new home buyer grants in June 2020. Due to these challenges, the measurement of employment for people with disability through SHERP was not progressed. All SHERP works (new builds, refurbishments and maintenance) are now fully contracted. |
| 1.3 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Leading from the front Chief Executive Officer performance agreements to include employment targets for people with disability. | <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. | <div>■ Completed in past period</div> Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.4 | Linked to Employment and Financial security Policy Priority 1: Increase employment of people with disability. | WA Government – a leader in disability confident recruitment State Government agencies to become disability recruitment confident. | <ul style="list-style-type: none">• Number of people with disability employed in the WA Public Sector• Number of State government agencies that are:<ul style="list-style-type: none">• are accredited disability confident recruiters or• have undertaken 'disability confident recruiter' training. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• Four public sector agencies are accredited disability confident recruiters.• Multiple agencies are increasing confidence through:<ul style="list-style-type: none">◦ Implementing tailored disability-confident staff training.◦ Partnering with the National Disability Recruitment Coordinator to advertise vacant positions.◦ Working towards Disability Confident Recruiter accreditation with the Australian Disability Network. |
| 1.5 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Attracting and retaining a talented further workforce Provide incentive payments to WA employers who employ and apprentice or new entrant trainee, including people with disability. | <ul style="list-style-type: none">• Implementation of program. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• From 1 July 2023 to 21 May 2024:<ul style="list-style-type: none">◦ \$28.05 million was paid to eligible employers through the Jobs and Skills WA Employer Incentive.◦ 13,276 training contracts were assessed as eligible for incentive payments.• Of these, 502 training contracts were filled by people with disability:<ul style="list-style-type: none">◦ 127 apprenticeships◦ 375 traineeships• These contracts attracted an additional 10 per cent loading for employers of people with disability. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.6 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Containers for change Support the Containers for Change scheme as it facilitates the employment of people with disability, Aboriginal people and the long-term employed. | <ul style="list-style-type: none">Number of people with disability employed in the Containers for Change scheme. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">As at 6 June 2024, 173 people with disability are employed through the Containers for Change Program, representing over 21 per cent of employees. |
| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Path to success Students with disability are engaged in early pathway planning to support them to transition through their education and into work or further study. | <ul style="list-style-type: none">Students engaged. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">Information disseminated to all schools and business units including:<ul style="list-style-type: none">Webinars, professional learning, 25 parent and student presentations (1,153 attendees) related to supporting young people with disability transition into work or further study.Ten staff from education support schools and centres across the state took part in the regional networking groups for career development.Large print versions of Pathway Planning documents for accessibility were launched. |

South Australia – Employment






| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Ensure SAPOL's Human Resources policies, procedures and practices are inclusive of people with disability. | <ul style="list-style-type: none"> Policies, procedures and practices reviewed, updated and maintained. | <div>■ Completed in period</div> <ul style="list-style-type: none"> SA Police Human Resources completed the review and update of policies, procedures and practices to ensure they align with the SA Public Sector Disability Employment Strategy and Plan and SAPOL Disability Access and Inclusion Plan 2020–2024. SA Police Human Resources will continue to review and update policies, procedures and practices to ensure they are inclusive of people with disability. |
| 1.2 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Enhance SAPOL's volunteer program for involvement of people with disability. | <ul style="list-style-type: none"> Review conducted. Recruitment undertaken. Number of volunteers with disability participating in the program. | <div>■ Completed in period</div> <ul style="list-style-type: none"> SA Police undertook recruitment and externally advertised volunteering opportunities for people with disability, resulting in utilising volunteer roles at the academy. SA Police will continue to review the volunteer program to ensure it supports the involvement of people with disability and aligning it with SAPOL Disability Access and Inclusion Plan 2020–2024. |
| 1.3 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Develop strategies to increase industry and business awareness of cohort participation (including people living with a disability), in Skilling South Australia projects. | <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. | <div>■ Completed in past period</div> <p>Completed in 2021–2022</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.4 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | 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. | <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 | <div></div> Ongoing <ul style="list-style-type: none"> This action continues to be progressed as part of the expanded access and uplift to ACE under the implementation of the foundation skills priority under the National Skills Agreement. This will be a focus activity identified for 2025–26. |
| 1.5 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | 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. | <ul style="list-style-type: none"> VET trainers and assessors of Disability qualifications in VET are supported through the pilot program. | <div></div> Ongoing <ul style="list-style-type: none"> Skills SA will continue to work with state and Commonwealth Government stakeholders to discuss the availability of resources and explore strategies to access resources and professional development available for VET educators. |
| 1.6 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Attract, recruit and enable career progression for more people with disability in the South Australian Public Sector: <ul style="list-style-type: none"> Increase employment and career development opportunities across all levels of the South Australian Public Sector by targeting accessible job opportunities and providing access to training and development. | <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. | <div></div> Completed in period <ul style="list-style-type: none"> The <u>Diversity, Equity and Inclusion Strategy 2023–2026</u> was launched in December 2023 with eight deliverables focused on improving disability employment outcomes, including engaging with disability employment service providers to build partnerships that attract and retain employees with a disability; and reviewing employment resources including the <u>Office of the Commissioner for Public Sector Employment (OCPSE) Disability Employment Toolkit</u>. OCPSE will continue to implement the Strategy until 2026. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.7 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Establish a disability employment target for the South Australian Public Sector: <ul style="list-style-type: none"> Implement a disability employment target for the South Australian Public Sector as part of the refreshed Diversity and Inclusion Strategy. | <ul style="list-style-type: none"> Launch of disability employment target for the South Australian Public Sector. | <div>  Completed in period </div> <ul style="list-style-type: none"> The Diversity, Equity and Inclusion Strategy 2023–2026, launched in December 2023, includes the introduction of a minimum disability employment target of 3% across the South Australian public sector by December 2026. Currently 1.35% of employees are reported as having a disability. |
| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Determine the data required to measure and track the percentage of children and adults living with disability participating and achieving in education and training. | <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. | <div>  Completed in past period </div> Completed in 2022–2023 |
| 2.2 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | 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. | <ul style="list-style-type: none"> Use of the Learner Support Services Self-Assessment for students accessing subsidised training reflects an increase in embedding disability access and inclusion into student support services. | <div>  Completed in period </div> <ul style="list-style-type: none"> Throughout 2023–24 self-assessment feedback and support with RTOs focused on ensuring RTOs have strategies in place to support students with disability. Skills SA will continue work on revising and strengthening Student Support Standards and self-assessments. Updates will be rolled out as part of the transition of LSS to the Success and Wellbeing services in September 2024. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.3 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | The development of a pathways strategy for senior secondary students with disability. | <ul style="list-style-type: none">Strategy has been developed. | <div><div></div>Completed in period<ul style="list-style-type: none">During 2023–24, the Disability Pathway Programs supported 60 students in Clare and the Adelaide Hills in areas of vocational learning and employment skill development.Autism Pathway Programs supported 37 students with career education, connections to industry, community and service providers.The 2024 Transition Program had a 38% referral increase compared to 2023.Work continues with implementing pathway programs for students.</div> |
| 2.4 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | The implementation of the pathways strategy for senior secondary students with disability. | <ul style="list-style-type: none">Percentage of students that leave government schools and transition into employment. | <div><div></div>Completed in period<ul style="list-style-type: none">During 2023–2024, the Department for Education expanded the Transition Program and the Career Education and Pathways Strategy.The 2024 Transition Program currently has 89 participants.In the last 6 months students with disability undertook the following programs:<ul style="list-style-type: none">Employment – 30%Apprenticeship/Traineeship – 6%VET – 8%Social enterprise – 4%Service provider – 52%The Department for Education will continue ongoing work to implement the Transition Program.</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|--|--|---|
| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with a disability. | 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. | <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. | <div></div> Completed in past period Completed in 2022–2023 |
| 1.2 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with a disability | Implement recommendations from the Review of the State Services People with Disability Employment Register. | <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>. | <div></div> Completed in past period Completed in 2022–2023 |
| 1.3 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with a disability. | Continue the Partnership Agreement with JobAccess to assist in removing barriers in employing people with disability. | <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. | <div></div> Completed in past period Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.4 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with a disability. | <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> | <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>Completed in period</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 Strategy supports recommendations and other Tasmanian Government policies. |
| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with a disability from education to employment. | <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> | <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>Completed in period</p> <ul style="list-style-type: none"> Transition Plans are differentiated to support learners' individual needs. A project to produce three Videos for parents, employers, and schools was completed and will include students with disability and their experience with Apprenticeships and Traineeships. These videos are available on the DECYP website at Educational Adjustments Disability Funding – Resources – Department for Education, Children and Young People (decyp.tas.gov.au) All new/updated policies developed in the senior secondary space include measures for students with disability. |

Australian Capital Territory – Employment





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|--|--|---|
| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | People with Disability Employment Framework Continue to implement the People with Disability Employment Framework by providing genuine employment options for people with disability. | <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). | Completed in past period Completed in 2022–2023 |
| 1.2 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | ACT Public Service Reasonable Adjustment Policy Continue to implement the ACT Public Service Reasonable Adjustment Policy, which ensures all ACTPS directorates follow the principles of Reasonable Adjustment and consolidates the ACT Government commitment. | <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. | Completed in past period Completed in 2022–2023 |
| 1.3 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | Employment Targets Continued commitment to reaching employment targets for employees with disability by becoming a disability-confident organisation through the full employee life cycle: attract and retain People with Disability; provide genuine career development opportunities for existing employees; and measure the employee experience of employees with disability to inform policy and practice. | <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). | Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|---|---|---|
| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Connect to Ability Support the 'Connect to Ability' program through Education Directorate to support Australian School Based Apprenticeships. | <ul style="list-style-type: none"> Number of young people with disability in school based apprenticeships. | <div>■ Completed in period</div> <ul style="list-style-type: none"> This program has now concluded. Ten students participated in Connect to Ability (eight from ACT public schools and two from non-government schools). ACT public schools: <ul style="list-style-type: none"> Three students successfully completed their ASbAs. One student is continuing their ASbA outside of the program. Four students decided to focus on their school studies and did not complete their ASbA. Two of these students have secured part-time work and participated in other VET pathways. Non-government schools: <ul style="list-style-type: none"> Two students completed the workplace component of their ASbA but not the qualification. As a result of the program, all students gained confidence, improved their communication skills and are better at interacting in group situations. |
| 2.2 | Linked to Employment and Financial Security Policy Priority 2: Improve the transition of young people with disability from education to employment | ACT Inclusion Council The ACT Inclusion Council with the support of ACT Government will implement the Pathways to Employment project to support young people with disability at school access successful work experience. | <ul style="list-style-type: none"> Number of young people with disability accessing work experience. | <div>■ Completed in past period</div> Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|--|---|---|
| 2.3 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability | ACT Public Service Inclusion (People with Disability) Vocational Employment Program Finalise the 2020 Inclusion (People with Disability) Vocational Employment Program. | <ul style="list-style-type: none">Participants complete the program. |  Completed in past period Completed in 2021–2022 |
| 2.4 | Linked to Employment and Financial Security Policy Priority 1: Increase employment of people with disability. | ACT Public Service Graduate Program Continue to deliver the ACT Public Service Graduate Program, which includes identified positions for and recruitment of graduates with disability. | <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. |  Ongoing <ul style="list-style-type: none">Inclusivity and supported participation options for people with disability were openly marketed as part of all job adverts for the 2024 Graduate program.<ul style="list-style-type: none">7% of applicants for the 2024 Graduate program identified as a person with disability.During Program recruitment, reasonable adjustment measures were requested by 15 applicants (2%) and all requests were fully supported.Two graduates who identify as having disability accepted a place in the 2024 program, making this group 4.4% of the 2024 graduate cohort. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|---|--|--|
| Objective 1: Increase employment of people with disability | | | | |
| 1.1 | Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability. | Attract, recruit and retain more people with disability in the Northern Territory Public Sector (NTPS) <ol style="list-style-type: none"> Facilitate a sector wide Disability Employment Program (DEP) comprised of wage reimbursements and employment supports for: <ol style="list-style-type: none"> Entry level, temporary roles for people with disability who cannot compete for public sector roles on the basis of merit. NTPS traineeships and graduate roles for people with disability. Implement a special measures in recruitment pilot program targeting people with disabilities for vacancies that are mid-senior level mainstream roles. | <ol style="list-style-type: none"> (a) <ul style="list-style-type: none"> Percentage of people with disability employed in the NTPS. (b) <ul style="list-style-type: none"> Number of DEP participants annually. Number of DEP participants securing NTPS employment post their program placement annually. Special measures pilot implemented. Number of vacancies advertised annually. Number of vacancies filled with people with disability. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> During the reporting period: <ol style="list-style-type: none"> 5% of employees identified as having disability. 14 participants were employed under the DEP with one participant obtaining permanent employment in the NTPS. Special Measures has been superseded by the NTPS EmployAbility Strategy 2024–27 (the Strategy) launched on 20 June 2024. The Strategy outlines how the Northern Territory Public Service (NTPS) will increase workforce participation for people with disability. The Strategy aims to achieve 8% disability representation in the NTPS by 2027. To reach this target, actions have been developed to support retention of current employees with disability, improve reporting of existing employees with disability, and employ new employees with disability by 2027. In 2023–24, 5,747 vacancies were advertised, of which 77 positions were filled with people with disability. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|--|---|--|
| 1.2 | Linked to Employment and financial security Policy Priority 1: Increase employment of people with disability. | Foster positive and inclusive workplace culture to attract and retain people with disability in the Northern Territory Public Service (NTPS) 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. | <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. | <div><div></div>Completed in period</div> <ul style="list-style-type: none">• The NTPS continues to offer access to events through membership to Diversity Council of Australia, Australian Network on Disability and Pride in Diversity.• Disability Confident Recruiter e-learning modules are offered to improve disability confidence for all NTPS employees.• The NTPS EmployAbility Strategy 2024–27 has a number of actions to foster a positive and inclusive workplace:<ul style="list-style-type: none">◦ Disability Confident Recruiter training to become essential for all recruitment panel members.◦ Awareness and education campaigns to empower and encourage all employees to embrace and work towards an inclusive workplace culture.◦ Employment Instruction to be updated to include all Disability Confident workplace training as essential training for all NTPS staff.◦ Continued partnerships with peak bodies and ensure sector leadership through champions of inclusion.• A new reference group is being established with the launch of the new Strategy, Due to commence in July 2024.• Disability Action Plan reporting process will be aligned to relevant focus areas of the Strategy.• The job satisfaction and engagement statistic remains unchanged as the People Matter Survey was not undertaken this year.<ul style="list-style-type: none">◦ The 2021–22 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. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 2: Improve the transition of young people with disability from education to employment | | | | |
| 2.1 | Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Northern Territory Public Service (NTPS) Traineeships <ol style="list-style-type: none"> 1. NTPS Disability Employment Program traineeship opportunities promoted and marketed directly to NT school-leavers with disability. 2. NTPS Graduate trainee opportunities promoted and marketed directly to Charles Darwin University students. | <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. | <div> <div></div> Completed in period </div> <p>During the reporting period:</p> <ul style="list-style-type: none"> • One trainee with disability participated in a traineeship. • There were no graduate trainees with disability employed. • These programs will continue to be promoted to attract new trainees. |
| 2.2 | Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Modified Northern Territory Certificate of Education and Training <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> | <ul style="list-style-type: none"> • An increase of successful completion of the NTCET (Modified). | <div> <div></div> Completed in period </div> <p>During the reporting period:</p> <ul style="list-style-type: none"> ◦ 41 students with disability received a modified NTCET in 2023*, including 15 Aboriginal students. ◦ Students eligible to access modified pathways as they transition from middle schooling to senior schooling are identified through the Nationally Consistent Collection of Data (NCCD). ◦ Work 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>* figures only available per calendar year.</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|--|--|--|
| 2.3 | Linked to Employment and financial security Policy Priority 2: Improve the transition of young people with disability from education to employment. | Support student transitions Improve transitional support for children and students with disability, including transition out of schooling, in partnership with community organisations and industry. | <ul style="list-style-type: none">Number of students with disability with Individual Transition Plans. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">For period of 1 July 2023 to 20 May 2024, a total of 76 students completed transition from school plans (years 9 to 12).11 students from the Central Australia region are scheduled to have transition from school plans completed between 11 June to 21 June and a further 10 students planned to have transition from school plans early in Term 3, 2024 from a Top End remote community.34 students from Darwin and Alice Springs were part of the supported work experience program in 2023 to 2024.These placements provide work experience and build capacity in the workplace.One student has received a school-based apprenticeship/traineeship starting in April 2024.3 students obtained employment at their host worksite at the time of finishing their placement.Students will continue to receive support through their school and as per their individual transition plan, when transitioning from school to paid employment. |



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



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability. | Developing disability confidence in key professionals 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. | <ul style="list-style-type: none"> Number of key professionals who are knowledgeable and supported to assist people with disability. | <div></div> Ongoing Department of Social Services <ul style="list-style-type: none"> Work will continue to drive and improve community attitudes and build disability confidence in key professionals. Work under this action will continue by embedding disability into policy and program priorities. Reporting such as surveys under Australia's Disability Strategy 2021–2031. |
| Objective 3: Increase representation of people with disability in leadership roles. | | | | |
| 3.1 | Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles. | Developing the leadership of young people with disability Invest \$800,000 to link skilled young people with disability and employers to develop their leadership and progress their career aspirations. | <ul style="list-style-type: none"> Number of young people that participate. Number of young people who advance in their careers. | <div></div> Completed in past period Department of Social Services Completed in 2022–2023 |
| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <ul style="list-style-type: none"> Wave 1 of Australia's Disability Strategy Survey is completed. | <div></div> Completed in past period Department of Social Services Completed in 2022–2023 |

New South Wales – Community Attitudes



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|--|---|--|--|---|
| Objective 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability. | | | | |
| 1.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Focus area one of the NSW Disability Inclusion Plan is: <i>Positive community attitudes and behaviours</i> . It will build community awareness of the rights and capabilities, and supports the development of positive attitudes and behaviour towards people with disability. The plan also focuses on supporting people with disability into meaningful employment. All NSW Government clusters and 128 local councils will revise their existing Disability Inclusion Action Plans (DIAPs) over the next year and publish the actions that they will undertake which acknowledge the contribution people with disability make to the workforce. | <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. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> All NSW Government agencies and local councils have aligned their DIAPs to support the building of positive community attitudes and include actions to target building positive community attitudes. DIAPs continue to be reviewed and monitored as a legislative requirement and it is incorporated as BAU for all agencies and local councils. |
| 1.2 | 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. | 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. | <ul style="list-style-type: none"> Website hits and downloads. | <div> <div></div> Completed in past period </div> <p>Completed in 2021–2022</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|--|---|--|
| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | 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. | 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. | <ul style="list-style-type: none"> Survey outcomes. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> NSW has reviewed the results of the Community Attitudes Survey and is using these as a baseline guide to inform: <ul style="list-style-type: none"> actions for inclusion in the NSW Disability Inclusion Plan (Building positive Community Attitudes and Employment); NSW Disability Inclusion Action Plans Due to be finalised in 2025; and combined Commonwealth / States and Territories Targeted Action Plan on Community Attitudes being develop in the second half of 2024. |
| 2.2 | 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. | 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. | <ul style="list-style-type: none"> NSW Health DIAP and annual report on activity and outcomes. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> Engaged Get Skilled Access to conduct a review of the accessibility and inclusion of recruitment and job roles for the Nursing and Midwifery workforce. Review is currently in progress with initial findings Due in July 2024. Demographic data is collected through the annual PMES survey, enabling NSW health to understand the experiences and perceptions of staff with disability. Established a Diversity, Inclusion and Belonging Leads network where staff working in Disability and Inclusion across NSW Health can come together and discuss challenges, learn from each other and develop statewide solutions. Disability is one diversity area discussed within this group. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|---|--|---|
| 2.3 | 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. | 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. 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. | <ul style="list-style-type: none">Department of Communities and Justice DIAP and annual report on activity and outcomes. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">The Disability Resource Tool Kit has been developed and is available for use in the staff practice portal:Staff training and service specific disability enhancement programs have been established to enhance Youth Justice's timely identification and culturally sensitive response to young people with disability.As part of its ongoing work, Youth Justice will continue to seek opportunities to engage with Aboriginal-specific organisations to co-design resources to be culturally appropriate and that support young Aboriginal people with disability. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.4 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | <p>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> | <ul style="list-style-type: none"> Transport for NSW DIAP annual report on activity and outcomes. | <p>Completed in period</p> <ul style="list-style-type: none"> The Accessible Transport Advisory Committee (ATAC) is a key mechanism for Transport business teams across policy, infrastructure, services and programs to consult on the needs of people with disability and facilitate the delivery of accessibility and inclusion outcomes aligned to the intent of the <i>Disability Discrimination Act 1992</i> and related Disability Standards for Accessible Public Transport 2002. The Committee meets formally five times per year and comprises of up to 27 member organisations and peak bodies across the disability and the ageing sectors. Ad hoc requests for specific projects and on-site visits occur throughout the year. Transport's internal facing Disability Action Plan 2023–25 continues to prioritise actions that build a disability competent workforce and employees that are inclusive of colleagues and customers with disability. |
| Objective 3: Increase representation of people with disability in leadership roles. | | | | |
| 3.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <ul style="list-style-type: none"> Number of initiatives identified in review of DIAPs of agencies and local councils. | <p>Completed in period</p> <ul style="list-style-type: none"> Disability Inclusion Action Plan Reports on implementation are published after being tabled in NSW Parliament, and initiatives are shared with the Disability Council NSW and in webinars with public authorities. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|---|---|--|
| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy | 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. | <ul style="list-style-type: none"> ADS Outcome Dashboard – annually. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> Activities completed for 2024. The NSW Disability Inclusion Plan will be refreshed to address the recommendations emerging from the Disability Royal Commission, the review of the NDIS and other emerging issues that have been incorporated into any updated version of Australia's Disability Strategy. |
| 4.2 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | <p>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> | <ul style="list-style-type: none"> Major Evaluation Reports (2025 and 2029). Report by the ADC on the implementation of the ADS in NSW. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> The revised governance and engagement structure that informed disability development and delivery in NSW remains well established and will guide the NSW response to DRC and NDIS review recommendations and the implementation of foundations supports and other disability reforms into the future. The disability sector continues to be engaged in these processes on a codesign basis where practicable. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.3 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | The Disability Council NSW 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. | <ul style="list-style-type: none">Disability Council NSW reports and communiques. | <div><div></div>Completed in period<ul style="list-style-type: none">The Disability Council continues to participate in webinars with local government regarding disability inclusion action planning.</div> |
| 4.4 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <ul style="list-style-type: none">To be determined in response to recommendations. | <div><div></div>Completed in period<ul style="list-style-type: none">The Department of Communities and Justice (DCJ) in partnership with the Disability Council held three stakeholder forums on 23 October 2023, 1 February 2024 and 3 June 2024 to hear community and sector views on the Disability Royal Commission recommendations.DCJ ran a submissions process in January and February 2024.DCJ coordinated the NSW DRC Taskforce and led NSW engagement with the Australian Government and other states and territories.Stakeholders will be consulted during after the NSW Government Response and as agencies shift their focus to implementing the DRC recommendations.</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | 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. | <p>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). <p>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> | <ul style="list-style-type: none"> • Staff across the sector demonstrate increased disability confidence and awareness by using tools and resources. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> • Experience of employees with disability who responded to the 2023 People Matter Survey published on the Victorian Public Sector Commission website, included employees receiving workplace adjustments and positive progress toward meeting disability employment targets. • Inclusive hybrid work resources to support people with disability, including videos with real stories from employees with disability, were published for Victorian public servant employees in 2023. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | 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. | <p><i>Through 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. | <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. | <div>Completed in period</div> <ul style="list-style-type: none"> Three Disability Awareness eLearning modules were developed and disseminated across the VPS. An example of their implementation includes the Department of Justice and Community Safety making the modules mandatory for all Senior Executives to complete, as well as them being made available to all DJCS employees. |
| Objective 3: Increase representation of people with disability in leadership roles. | | | | |
| 3.1 | 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. | <p><i>Through 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> | <ul style="list-style-type: none"> Increased employment of people with disability across all levels of the public sector. | <div>Ongoing</div> <ul style="list-style-type: none"> The Leading Together leadership program for employees with disability was delivered in 2023. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Policy Priority Community Attitudes 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Victorian state disability plan 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. | <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. | <div>■</div> Completed in past period Completed in 2022–2023 |
| 4.2 | Linked to Policy Priority Community Attitudes 2: Key professional workforces are able to confidently and positively respond to people with disability. | Victoria Police 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. | <ul style="list-style-type: none"> • Education resources developed. • Training provided. | <div>■</div> Ongoing <ul style="list-style-type: none"> • A Communication Toolkit has been developed that will be implemented in every 24 hour police station in late 2024, providing practical resources to assist people with disability to communicate. • Short videos on six disability types, filmed by members of the disability community are being developed to provide micro-learning opportunities for operational police. • A disability e-learn is still in progress. • A Disability Liaison Officer (DLO) Practice Guide has been developed to support the implementation of the role. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.3 | Linked to Policy Priority Community Attitudes 2: Key professional workforces are able to confidently and positively respond to people with disability | Developing accessible information products for identified information needs. | <ul style="list-style-type: none">Products developed. | <div><div></div>Completed in period<ul style="list-style-type: none">www.police.vic.gov.au has an 81.28% Web Content Accessibility Guideline (WCAG) 2.2AA compliance rating, with the aim to attain an industry standard goal rating of 88.04% by the end of 2026.The new Find my local police station tool provides accessible contact information 24 hours, 7 days a week (24/7).24/7 accessibility related support information on the Victoria Police website includes a disability community safety hub, DLO page, Easy English guides page, and Communication assistance page.This information can be found at Disability community safety Your Safety Victoria Police</div> |
| 4.4 | Linked to Policy Priority Health and Wellbeing 1: All health service providers have the capabilities to meet the needs of people with disability. | Health Sector Build awareness and understanding of the needs of people with disability in health services through the Disability Liaison Officers in health services program. | <ul style="list-style-type: none">Number of people with disability assisted through the program. | <div><div></div>Completed in past period Completed in 2022–2023</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.5 | Linked to Policy Priority Community Attitudes 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Public Transport Sector 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. | <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. | <div>Completed in period</div> <ul style="list-style-type: none"> Travelling in the Shoes of Others is an interactive program that was relaunched in early 2024 with a renewed focus on what it means to navigate the public transport network for people with disability and highlights the need for more accessible and inclusive planning, infrastructure, and customer service. The program sessions are now led by people with disability and also emphasise environmental and social barriers to accessibility across the public transport network. |
| 4.6 | Linked to Policy Priority Community Attitudes 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Include in the contractual obligations for metropolitan train and tram operators a requirement to deliver disability awareness training for all frontline staff. | <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. | <div>Completed in period</div> <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. Both operators have established Disability Reference Groups and Yarra Trams have recently achieved Australian Disability Network – Disability Confident Recruiter status. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.7 | 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. | <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> | <ul style="list-style-type: none">Number of Victorian employers engaged to improve their workplaces for inclusive employment outcomes, including for people with disability. | <div><div></div> Completed in past period Completed in 2022–2023</div> |

Queensland – Community Attitudes



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Employment and financial security Policy Priority 1: Improve employment of people with disability. | 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. | <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. | <div>■ Completed in period</div> <ul style="list-style-type: none"> 16% of Employer Incentive Payments were for employment of people with disability in the BTW program. In 2023–24, 111 people with disability were supported through revitalised BTW. Of these, 80 of these supported jobseekers with disability were in regional areas. |
| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability. | Collaborate with NDIA Community Engagement and specialist staff to provide routine information sessions and disability-related professional development to child protection frontline workers. | <ul style="list-style-type: none"> Percentage of frontline workforce participating in information sessions and disability-related professional development. | <div>■ Completed in past period</div> <p>Completed in 2022–2023</p> |
| 2.2 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <ul style="list-style-type: none"> Number of campaigns undertaken. Percentage of frontline workforce participating in educational and awareness campaigns and presentations. | <div>■ Completed in past period</div> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.3 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability. | 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. | <ul style="list-style-type: none"> • Training is reviewed and updated. • Training is promoted across Custodial and Community Corrections staff. | <div></div> Completed in past period Completed in 2022–2023 |
| 2.4 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability. | 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. | <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. | <div></div> Completed in period <ul style="list-style-type: none"> • Training review completed in December 2023. • New training module developed in co-design with people with disability, in line with a commitment under Queensland's Disability Plan 2022–27: Together, a better Queensland. • Online publication of training anticipated in the second half of 2024 to be published on the Queensland Disability Plan website: www.dcssds.qld.gov.au/campaign/queenslands-disability-plan/home |
| Objective 3: Increase representation of people with disability in leadership roles. | | | | |
| 3.1 | Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles. | Promote opportunities for people with disability to participate on Queensland Government boards. | <ul style="list-style-type: none"> • Advertisement and recruitment processes for Queensland Government boards are promoted, inclusive and accessible. | <div></div> Completed in past period Completed in 2022–2023 |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.2 | Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles. | Improve representation of people with disability in leadership roles in the Queensland public sector. | <ul style="list-style-type: none"> 8% representation at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2024. | <div>Completed in period</div> <ul style="list-style-type: none"> As at March 2024, payroll data indicated 4.8% of employees in leadership roles have a disability. Leadership roles include those at senior officer, senior executive and chief executive (and equivalent) levels. In August 2023, 9% of executive and chief executive respondents in the anonymous Working for Queensland employee survey indicated they have a disability. |
| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Improving communication 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. | <ul style="list-style-type: none"> Guide/toolkit developed and disseminated. | <div>Ongoing</div> <ul style="list-style-type: none"> Toolkit under development for publication in the second half of 2024, focusing on practical resources and tips in accessible formats. Co-design 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) |
| 4.2 | Linked to Inclusive Homes and Community Policy Priority 5: Transport systems are accessible for the whole community. | Develop and release the <i>Move Together</i> 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. | <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. | <div>Ongoing</div> <ul style="list-style-type: none"> <i>Together</i> social media campaign (phase 1) was released on 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 over social media. Phase 2 is scheduled for release in 2024 and phase 3 scheduled for release in 2025. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.3 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | <p>Undertake initiatives through the <i>TenantConnect</i> program for public housing tenants to increase visibility and understanding of people with disability, including digital channels such as web content and social media:</p> <ul style="list-style-type: none"> • Tenant stories shared via web content and social media during Disability Action Week (September) annually. • Raise awareness and promote community services and initiatives that support and encourage people with disability living in public housing to connect with their community. | <ul style="list-style-type: none"> • Web and social media analytics to evaluate the effectiveness and reach of content. | <div></div> <p>Completed in past period Completed in 2021–2022</p> |
| 4.4 | Linked to Inclusive Homes and Community Policy Priority 5: Transport systems are accessible for the whole community. | <p>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. 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> | <ul style="list-style-type: none"> • Increase in the number of transport infrastructure project plans that formally consider the needs of people with disability. | <div></div> <p>Completed in period</p> <ul style="list-style-type: none"> • QATAC's 3 year term ended on 23 September 23 as it demonstrated: <ul style="list-style-type: none"> ◦ obligations fulfilled as per the NGR COI with QATAC being a mechanism for TMR and QR to engage, collaborate and codesign with the disability sector. ◦ Accessibility Reference Groups were more efficient and effective for major infrastructure projects. ◦ Success of the Accessible Transport Network (ATN) and its ongoing commitments. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.5 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <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. |  Completed in past period Completed in 2022–2023 |
| 4.6 | Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | Advance market opportunities for First Nations providers to deliver culturally appropriate services to Aboriginal and Torres Strait Islander people living with disability. | <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. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability | 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. | <ul style="list-style-type: none"> Identified improved process. | <div></div> Completed in past period Completed in 2022–2023 |
| 2.2 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability | Educate for Justice Provide awareness training and materials to justice agencies regarding people with disability in the justice system and their support needs, including: <ul style="list-style-type: none"> Providing wallet cards for all WA Police Force Officers and posters for police stations. Regular training to staff from the Department of Justice (both prison and community based); training for WA Police Force whenever possible, Transperth Transit Guards and other agencies as required as part of on boarding. | <ul style="list-style-type: none"> Provision of training materials. | <div></div> Ongoing <ul style="list-style-type: none"> The Disability Justice Service reviews the resources provided to the WA Police Force annually, with the latest update provided in August 2024. Disability Awareness training continues to be provided to the WA Police Force, Department of Justice and Transperth. In 2023–2024 this work included: <ul style="list-style-type: none"> 25 sessions for Disability Awareness training 4 sessions Peer Support Program for Prisoners. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy | Welcoming communities Support initiatives identified by Culturally and Linguistically Diverse (CALD) community groups that raise awareness of people with disability in their community, reduce stigma and create welcoming communities. | <ul style="list-style-type: none">Identified initiatives. | <div><div></div>Completed in period<ul style="list-style-type: none">Department of Local Government Sport and Cultural Industries provided funding to 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.The lived experiences of the cohort sample have informed a recommendation report.</div> |

South Australia – Community Attitudes



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <ul style="list-style-type: none"> Opportunities to purchase goods and services from ADEs or organisations that provide employment opportunities are identified and promoted. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> DHS became the first South Australian government department member of Social Traders, opening greater linkages with social enterprise and ADEs. The Social Procurement Action Plan is being revised in line with this membership and a Social Procurement Working Group was established to better advocate for the use of social enterprise and ADEs. DHS is committed to ongoing work in this area. |
| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability. | Promoting and building capacity of educators on inclusive practices in education settings. | <ul style="list-style-type: none"> Increased number of educators completing relevant training on Disability Standards for Education. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> Between July 2023 and April 2024, 498 education staff completed Disability Standards for Education (DSE) e-learning courses, compared with 781 education staff in the same period in 2022–2023. In response to the decrease in completion of DSE training, the Department for Education has worked on promoting the DSE training through the newly established Site Support Function created to provide on-site support and training for schools. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Promote awareness of existing initiatives that support volunteer involving organisations to be more inclusive of volunteers with disability. | <ul style="list-style-type: none"> Promotion of initiatives. | <div></div> Ongoing <ul style="list-style-type: none"> Work continues with revising the Volunteering Strategy for SA 2021–2027 to better align with the National Strategy for Volunteering 2023–2033. A priority of the refreshed Strategy is to support organisations to ensure volunteering opportunities are inclusive and accessible. DHS provides funding to the state peak volunteering body and volunteering resource centres who provide training and resources to promote inclusive volunteering. |
| Objective 3: Increase representation of people with disability in leadership roles. | | | | |
| 3.1 | <i>Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles</i> | Review the function of the Disability Engagement Group (DEG) and include a focus on developing advisory and leadership skills of members. | <ul style="list-style-type: none"> Revised Terms of Reference. | <div></div> Completed in past period Completed in 2021–2022 |
| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Develop and launch a state-wide public awareness campaign to improve community understanding and awareness of what it means to live with a disability. | <ul style="list-style-type: none"> Undertake post-campaign community consultation to determine community-shift in thinking about living with disability. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.2 | Linked to Inclusive Homes and Communities Policy Priority 5: Transport systems are accessible for the whole community. | Improve community understanding and awareness about the rights and needs of people living with disability on public transport. | <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. | <div></div> Completed in past period Completed in 2021–2022 |
| 4.3 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <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. | <div></div> Completed in past period Completed in 2021–2022 |
| 4.4 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability. | Improving community understanding and awareness by promoting and convening Parent Forums for parents and families of children and students with disability. | <ul style="list-style-type: none"> Increased participation by parent and families. | <div></div> Ongoing <ul style="list-style-type: none"> During 2023–24, 8 Parent Sessions have been held in total. <ul style="list-style-type: none"> 5 Parent Forums – two were held offsite (one in the north and one in the south of Adelaide). 3 Topic Information Sessions were held. 153 registrations in total. The Department for Education will continue with work to increase awareness by convening parent forums. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <ul style="list-style-type: none"> • Consultation with the Tasmanian community is completed. • Framework for establishing the inaugural Disability Commissioner is in place. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> • The Interim Disability Commissioner has been in operation for over 12 months and continues to consult with stakeholders to scope the role and functions of the Disability Commissioner. • The role of Commissioner will be established in the Disability Inclusion and Safeguarding Bill 2024, which was tabled in mid-2024. • The Tasmanian Government has committed to having the Disability Commissioner in place by the end of 2024. |
| 4.2 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Review <i>Tasmania's Disability Services Act 2011</i> to create a piece of legislation that provides a contemporary vision for a safe and inclusive Tasmania for people with disability. | <ul style="list-style-type: none"> • Consultation on the Disability Services Act has occurred. • Legislation enacted. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> • The Disability Inclusion and Safeguarding Bill 2024, was tabled in the Tasmanian Parliament in June 2024 and will progress through the Parliamentary process during 2024. • The Bill was delayed to ensure alignment with the Disability Royal Commission final report and NDIS Review recommendations, and the Tasmanian election in March 2024. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.3 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <ul style="list-style-type: none">• Accessible Island Disability Framework for Action released.• Tasmanian Government Agencies release revised Disability Action Plans. | <div><div></div>Ongoing<ul style="list-style-type: none">• The Disability Inclusion and Safeguarding Bill 2024, sets out a new planning and accountability framework for the Tasmanian Government and defined entities.• This framework will take 12 months to implement once the Bill is passed.• An interim Tasmanian Disability Inclusion Plan to cover the period before the new planning regime is in place, is currently being drafted. Consultation on this plan will occur in the second half of 2024.• A cross agency working group has been established to identify actions to be included in the Tasmanian Disability Inclusion Plan.• Actions will include commitments made in line with:<ul style="list-style-type: none">◦ ADS Targeted Action Plans;◦ the Disability Royal Commission;◦ the NDIS Review;◦ the Disability Inclusion and Safeguarding Bill;◦ Supporting Tasmanians with Disability Election Commitments; and◦ outstanding actions from previous plans – unless discontinued or superseded.</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.4 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Continue to build on the gains made through the Disability Justice Plan for Tasmania as key component of the next iteration of Accessible Island. | <ul style="list-style-type: none">Identify new actions for inclusion in Tasmania's Disability Framework for Action. | <div></div> Ongoing <ul style="list-style-type: none">Draft actions are being developed for the Tasmania's Disability Inclusion Plan 2024–26. |
| 4.5 | Linked to Community Attitudes Policy Priority 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | Promote greater awareness and understanding through the development of Tasmanians first Carers Recognition legislation. | <ul style="list-style-type: none">Legislation enacted. | <div></div> Completed in past period Completed in 2022–2023 |

Australian Capital Territory – Community Attitudes





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Community Attitudes Policy Priority 4- Improving community attitudes to positively impact on Policy Priorities under the Strategy. | 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. | <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. | <div>■</div> Completed in past period Completed in 2022–2023 |
| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability. | 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. | <ul style="list-style-type: none"> A Disability Health Strategy is developed and implemented by 2022. | <div>■</div> Completed in period <ul style="list-style-type: none"> The ACT Disability Health Strategy 2024–2033 was launched on the 7 December 2023 along with the First Action Plan 2024–26. More information on the content of the plan and its implementation can be found at: <u>ACT Disability Health Strategy – ACT Government</u> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | Linked to Safety Rights and Justice Policy Priority 4: People with disability have equal access to justice | The Disability Justice Strategy The Disability Justice Strategy is a ten-year plan which aims to ensure people with disability in the ACT have equal access to justice. It is part of the ACT Government's vision for an inclusive society that gives everyone the chance to participate in community life and leaves no-one behind. 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. | <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. | <div><div></div>Ongoing<ul style="list-style-type: none">• The First Action Plan for the Disability Justice Strategy is nearing completion.• The Second Action Plan has recently been released.• Annual progress reports are available on the website.<p>Link: Disability Justice Strategy – ACT Government</p></div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 3: Increase representation of people with disability in leadership roles. | | | | |
| 3.1 | Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles. | The ACT Disability Reference Group and other advisory bodies 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. | <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. |  Completed in past period Completed in 2022–2023 |
| 3.2 | 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. | The Diversity Register 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. | <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. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | 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. | Disability Inclusion Grants 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. | <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. | <div>■</div> Completed in past period Completed in 2022–2023 |
| 4.2 | Linked to Community Attitudes Policy Priority 4: Improving Community attitudes to positively impact on Policy Priorities under the Strategy. | I-Day Grants 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. | <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. | <div>■</div> Completed in past period Completed in 2022–2023 |
| 4.3 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Disability Action and Inclusion Plans 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. | <ul style="list-style-type: none"> DAIPs are implemented. | <div>■</div> Ongoing <ul style="list-style-type: none"> The following DAIPs are finalised and are being implemented: <ul style="list-style-type: none"> Legal Aid ACT DAIP, ACT Corrective Services 2nd DAIP, ACT Courts and Tribunals 2nd DAIP, Canberra Community Law 4th DAIP, Canberra Health Services DAIP, ACT Human Rights Commission Social Inclusion Plan). Other DAIPs are in development. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.4 | 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. | Fostering Inclusive School Communities Continue to deliver programs in ACT public schools that foster and promote inclusive attitudes in school communities. | <ul style="list-style-type: none"> Professional learning opportunities are provided to ACT public school staff annually. | <div> <div></div> <div>Completed in period</div> </div> <ul style="list-style-type: none"> The ACT Government launched the Inclusive Education: A Disability Inclusion Strategy for ACT Public Schools 2024–2034 and First Action Plan 2024–26 in December 2023. These aim to deliver greater inclusion for students with disability across all ACT public schools by making sure schools have the support they need to meet the needs of all learners. The first Action plan includes a review of allied health provision in schools and a range of professional learning focussed initiatives to enable inclusion. The Directorate provides Learning Support Assistant (LSAs) scholarships to assist LSAs develop skills to assist them in support of students with disability (Certificate IV in Education Support). The Directorate also provide access through its learning management system to “Disability Standards for Education” online module, which is compulsory for school-based staff. |
| 4.5 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | ACT Disability Strategy 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. The new ACT Commitment will be co-designed with people with disability. | <ul style="list-style-type: none"> A new ACT Commitment to Australia’s Disability Strategy is in place in December 2022. | <div> <div></div> <div>Completed in period</div> </div> <ul style="list-style-type: none"> The ACT Disability Strategy 2024–33 and First Action Plan 2024–26 were launched on 11 April 2024. Implementation of the strategy will occur through three action plans over ten years. The First Action Plan is based on priority issues identified in community consultation and will focus on changing attitudes, raising awareness, and building capacity across the community. |

Northern Territory – Community Attitudes



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | 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. | Northern Territory Public Sector (NTPS) as an exemplar employer Promote the NTPS as an exemplar employer through ongoing awareness raising, training and upskilling of NTPS employees and leaders regarding unconscious bias, disability confident workplaces and inclusive work practices. | <ul style="list-style-type: none"> Number of NTPS inclusion and diversity initiatives and events delivered/implemented annually. | <div>■ Completed in period</div> <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. Days of observance are acknowledged with relevant training and information events through NTPS memberships with Australian Network on Disability, Diversity Council Australia and Pride In Diversity. One event was held in the 2023–24 period. Promotion activities will continue to be implemented as business as usual. |
| 1.2 | 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. | Northern Territory Public Sector sponsorship Contribution to: <ul style="list-style-type: none"> Australian Network on Disability Conference annual conference. National Disability Services (NDS) annual NT Disability and Inclusion Awards. | <ul style="list-style-type: none"> Sponsorship provided. | <div>■ Completed in past period</div> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|---|--|--|
| Objective 2: Key professional workforces are able to confidently and positively respond to people with disability. | | | | |
| 2.1 | Linked to Community Attitudes Policy Priority 2: Key professional workforces are able to confidently and positively respond to people with disability. | Inclusion Self Reflection Tool Develop and implement reflection tools and processes to support schools to become more inclusive through their improvement planning. | <ul style="list-style-type: none"> • Increase in children and students reporting they feel included in their learning environments. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> • In 2023, 69% 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', a slight decline from 2022. • The Inclusion Reflection Tool is currently under development. • A trial will be conducted before it is scaled across all schools. |
| 2.2 | Linked to Community Attitudes Policy Priority 2: build capability in the delivery of inclusive education to improve educational outcomes for school students with disability. | Build educator capacity in inclusive practice <ul style="list-style-type: none"> • Develop and implement professional learning resources to support educators in providing inclusive learning environments. • Investigate and implement methods to improve inclusive teaching practice through tertiary studies at the vocational education and training, and university levels. | <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. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> • During the reporting period, 206 professional learning requests from schools provided professional training on various topics aimed at supporting inclusion and engagement of diverse learners. • From August 2023 to March 2024, training and moderation sessions for the NCCD have been provided with 334 attendances recorded. • These attendees represented 76 schools. • Training and moderation sessions for the NCCD were offered both face to face and online for remote networks of schools. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|--|---|---|
| Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy. | | | | |
| 4.1 | Linked to Community Attitudes Policy Priority 3: Increase representation of people with disability in leadership roles. | NTPS early careers and school leaver programs Promotion of programs to NT school-leavers and university graduates with disability. | <ul style="list-style-type: none">Number of NT school leavers and graduates with disability securing a NTPS traineeship or graduate trainee position. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">One trainee with disability participated in a traineeship in the reporting period.There were no graduates with disability in the reporting period.Activities to promote the NTPS early careers and school leavers programs to NT school-leavers and university graduates with disability will continue. |



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



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|--|--|--|
| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | Linked to Personal and Community Support: Policy Priority 1: People with disability are able to access supports that meet their needs. | 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. | <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. | <div>Discontinued</div> <p>Department of Social Services</p> <ul style="list-style-type: none"> This work will continue to be progressed under the National Cabinet decision to develop a system of Foundational Supports. |
| 1.2 | Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability. | 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. | <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). | <div>Discontinued</div> <p>Department of Social Services and Department of Health and Aged Care</p> <ul style="list-style-type: none"> This action aligns with efforts under other policy initiatives and will continue to be addressed through reforms including: <ul style="list-style-type: none"> the National Cabinet decision to develop a system of Foundational Supports the outcomes of Action 2.4 (review of best practice in early childhood intervention). |
| 1.3 | Linked to Personal and Community Support: Policy Priority 1: People with disability are able to access supports that meet their needs. | Improve culturally safe and appropriate developmental screening tool Improve the span of a culturally safe and appropriate developmental screening tool for Aboriginal and Torres Strait Islander children to increase developmental screening rates. | <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. | <div>Completed in past period</div> <p>Department of Social Services Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.4 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Develop online resources for educators 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. The resources will be culturally responsive for educators, Aboriginal and Torres Strait Islander and culturally and linguistically diverse children, parents and carers. | <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. | <div>  Completed in period Department of Education </div> <ul style="list-style-type: none"> The full suite of interoception and self-regulation activities for the early years, including support materials for families and educators, was published on the Student Wellbeing Hub: Brain break bops Student Wellbeing Hub |
| 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 | Linked to Personal and Community Support Policy Priority 3 The role of informal support is acknowledged and supported. | 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. | <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. | <div>  Ongoing Department of Social Services </div> <ul style="list-style-type: none"> Any updates to online resources will be informed by and align with outcomes of Action 2.4 (review of best practice in early childhood intervention). Action 2.4 is Due to be finalised in the first half of 2025. The feasibility of proceeding with this action will be considered after Action 2.4 has been finalised. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Increase awareness of rights and obligations in ECEC settings 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. | <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. | <div> Ongoing</div> Department of Education <ul style="list-style-type: none"> In January 2024, a new resource explaining children's rights in ECEC services and how parents and caregivers can advocate for them, was published: <u>Advocating for your child: the early years – Department of Education, Australian Government</u> Public consultation will inform any Australian Government decision on amendments to be made to the Standards and when they may take effect. An initial limited consultation was conducted in early 2023 with key ECEC stakeholders. State and territory government and non-government education officials are informing ongoing work to implement this recommendation. |
| 2.3 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Negotiation of new preschool agreement 2022–2025 to consider needs of children with disability 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. | <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. | <div> Completed in period</div> Department of Education <ul style="list-style-type: none"> The Preschool Reform Agreement (2022–25) was executed in December 2021 and provides funding for children in the year before school to access preschool, including children with disability. The Agreement covers the 2022–2025 calendar years. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.4 | Linked to Personal and Community Support: Policy Priority 1: People with disability are able to access supports that meet their needs. | Review guidance for best practice early intervention Review, and if needed, update guidance for best practice in early childhood intervention, to provide an up to date framework that can be applied consistently across Australia to support young children with disability or developmental concerns, their parents and carers. | <ul style="list-style-type: none"> • Current best practice guidance reviewed, research and evidence identified. • Consultations with key stakeholders. • Updated guidance developed. • Guidance published (including multiple adaptations, easy speak for parents, key professionals, translation into several languages) and promoted. • Evaluation of guidance <ul style="list-style-type: none"> ◦ % of parents and carers satisfied ◦ % of key professionals satisfied. | <div> Ongoing</div> Department of Social Services <ul style="list-style-type: none"> • On 21 May 2024, the University of Melbourne and consortium partners were engaged to review best practice in early childhood intervention and develop a best practice framework. • This includes the development of tools and resources to support understanding and use of the framework. • This action is scheduled to be completed in the first half of 2025. |
| 2.5 | Linked to Education and Learning: Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <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). | <div> Completed in past period</div> Department of Social Services Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Personal and Community Support Policy Priority 3: The role of informal support is acknowledged and supported. | Recommendation report on programs to best support diverse cohorts Analyse existing community support models of peer networks, to identify inclusive, innovative and adaptable approaches and to support participation of all parents and carers. This includes, but is not limited to support models tailored for rural and remote locations, Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers | <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. | <div>■</div> Completed in past period Department of Social Services Completed in 2022–2023 |
| 3.2 | Linked to Personal and Community Support Policy Priority 3: The role of informal support is acknowledged and supported. | Pilot a peer-led support program Develop and trial innovative new approaches for peer-led supports tailored for particular cohorts, co-designed by parents and carers of children with disability or developmental concerns, and people with disability. | <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. | <div>■</div> Discontinued Department of Social Services <ul style="list-style-type: none"> A report was generated under Action 3.1 which explored gaps in peer support and provided recommendations on peer support models to best support diverse cohorts. The implementation of the National Cabinet decision to develop a system of Foundational Supports will build upon existing work in this area and progress future work aligning with Actions 3.1 and 3.2. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|--|--|--|---|--|
| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <ul style="list-style-type: none"> NSW Disability Stakeholder Forum outcomes paper. | <div></div> Ongoing <ul style="list-style-type: none"> NSW continues to refine the processes of referral between agencies and the Commonwealth to ensure that vulnerable young people with disability have access to appropriate services when needed. |
| 1.2 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <ul style="list-style-type: none"> Status of ChildStory records. | <div></div> Completed in period <ul style="list-style-type: none"> System enhancements completed. |
| 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 | Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability. | 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. | <ul style="list-style-type: none"> Numbers of staff trained. Numbers of ACCOs. Growth in investment. | <div></div> Discontinued <ul style="list-style-type: none"> The Aboriginal Child and Family Investment (ACFIS) was not progressed. ACCO development and capacity building has progressed through other initiatives outside of the ACFIS. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | The NSW Department of Education will create a one-stop online resource with information for families and carers to have better and easier experiences when they engage with our system and access advice. | <ul style="list-style-type: none"> Numbers accessing site. | <div></div> Completed in past period Completed in 2022–2023 |
| 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 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | <p>Increase the capacity of NSW Aboriginal Child and Family Centres (ACFC) to provide quality early childhood education and integrated health and family services to Aboriginal children, families and communities.</p> <p>ACFCs support Aboriginal children meet key developmental milestones and improve access to a range of quality services in a culturally safe environment.</p> | <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. | <div></div> Ongoing <ul style="list-style-type: none"> Expansion of the Aboriginal Child and Family Centre (ACFC) program is underway. Funding to expand the ACFC program includes: <ul style="list-style-type: none"> \$42m to build of six new ACFCs between 2024 and 2027 \$22.5m to upgrade the nine existing centres in Ballina, Brewarrina, Gunnedah, Lightning Ridge, Minto, Mount Druitt, Nowra, Toronto and Doonside between 2024 and 2027 The ACFC team is working on progressing the implementation in partnership with DCJ Infrastructure and Assets. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | Linked to Policy Priority Personal and Community Support 1: People with disability are able to access supports that meet their needs. | Early Parenting and Family Services Family services specialist disability practitioners work within the Victorian family services system to: <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. Funding: \$9.79 million | <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. | <div> <div></div> Completed in past period Completed in 2022–2023 </div> |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.2 | Linked Policy Priority Education and Learning 1: Children with disability can access and participate in high-quality early childhood education and care. | Early Learning 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. KIS program supports are tailored to the particular needs of individual children and can include: <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. | <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. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• Funding for the KIS and PSFO programs is ongoing.• The KIS program continues to experience strong uptake, consistent with the expansion of state funded kindergarten. The program is enabling kindergarten programs to increase their capacity to respond to the individual abilities, interests and needs of children with disability or developmental delay and high support needs or children with complex medical needs.• In 2024 further funding was allocated to 10 PSFO providers to deliver the program across 29 Local Government Areas, targeting areas of rapid growth for four-year-old kinder enrolments. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked Policy Priority Safety Rights and Justice 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | Early Parenting and Family Services The Children with Complex Disability Support Needs program: Identifies families with children with complex disability support needs who are at risk of requiring care outside of the family home. The program will support the return of children living in voluntary out of home care Due to these disability needs. Provides targeted interventions and a case management approach will be provided by family services agencies delivering the program to build parental capacity and resilience, while working collaboratively with the NDIS to support planning of disability and other supports for both the child and parents. Funding: \$5.037 million | <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. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Policy Priority Personal and Community Support 3: The role of informal support is acknowledged and supported. | <p>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> <ul style="list-style-type: none">• Peer support groups.• Education or information sessions.• Individual support from a qualified coordinator. <p>Funding: \$680,000 annually</p> | <p>The SPSP aims to achieve the following outcomes:</p> <ul style="list-style-type: none">• Parents and carers of children with a disability or developmental delay are supported to provide high quality care to their children that supports their learning and development.• Parents and carers feel more supported in their parenting role.• Parents and carers have increased access to information about evidence-based services and supports that can assist them. | <p> Completed in period</p> <ul style="list-style-type: none">• Funding for the SPSP is ongoing.• During the reporting period, providers continued to deliver the SPSP to parents in the target group.• Noah's Ark developed a practice framework to support SPSP coordinators to deliver evidence-based practice approaches to supporting families with children with a disability or developmental delay. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Support inclusive practice in Queensland kindergartens by updating and promoting the Early years Connect training and resources for the early detection of disability or developmental concerns in young children, evidence-based practice strategies and wellbeing outcomes. Targeted training and resources will be tailored to the needs of children in priority population groups. | <ul style="list-style-type: none"> Training and resources promoted broadly and targeted to Early Childhood Education and Care services. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> All Queensland children with disability have access to Free Kindy. All kindergartens receive the Inclusion Ready subsidy and can access the Kindy Inclusion Service. Sessional Kindergartens can access the Kindergarten Inclusion Support Scheme. Over 2,000 kindergartens receive Kindy uplift funding and have access to advisory support to ensure services are inclusive for all children. |
| 1.2 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <ul style="list-style-type: none"> Best practice guide developed and evaluated | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> QSART is an online resource for Early years Places (EYPs) and is used to focus conversations on standard and quality of service delivery; and continuous improvement strategies that are child centric, tailored and inclusive, targeting prevention and early intervention, collaborative, and evidence-informed. QSART can assist in identifying supports to respond to the needs of children with disability and/or developmental concerns. More information can be accessed via the website at Early years Place – Quality Self-Assessment and Reflection Tool – User guide (earlychildhood.qld.gov.au) |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Facilitate connections between ECDP, kindergartens, schools, NDIS and Early years Places to ensure successful transitions for children with disability. | <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. | <div></div> Ongoing <ul style="list-style-type: none"> Early years Services (EYS) including Early years Places (EYPs) report bi-annually on partnerships and EYPs also report on transition activities for all children. In July – December 2023 reporting period, EYSs reported on improved and/or increased partnerships with ECDP, Schools and NDIS providers for all children. |
| 1.4 | Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability. | 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. | <ul style="list-style-type: none"> Percentage of children/families with disability supported through the program. | <div></div> Completed in past period Completed in 2022–2023 |
| 1.5 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Enhancing specialist individual advocacy services – Children and younger people 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. | <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. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Improve access to early childhood information and resources for parents and carers of children with disability. | <ul style="list-style-type: none"> Publication of dedicated online inclusion webpage. | <div> <div></div> <div>Completed in period</div> </div> <ul style="list-style-type: none"> The Early Childhood Inclusion webpage is regularly updated and continues to have current content added to support the inclusion of all children. More information can be accessed via the website at: Inclusion ready (earlychildhood.qld.gov.au) |
| 2.2 | Linked to Education and Learning Policy Priority 3: Improve pathways and accessibility to further education and training for people with disability. | Promoting, supporting and recognising the role of carers Promote the role of carers and ensure their views are heard and inform policy and program development through: <ul style="list-style-type: none"> Funding Carers Queensland as a peak disability body to 30 June 2022. Administering a Ministerial Advisory Council to provide a voice for carers. Promoting and upholding the principles in the Carers Recognition Act 2008 'Carers Charter'. | <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 <u>Carers (Recognition) Act 2008 (Qld)</u>, provides advice on work to promote the interests of carers and make recommendations to support carer recognition. | <div> <div></div> <div>Completed in period</div> </div> <ul style="list-style-type: none"> Carers Queensland was funded for \$316,888 in 2023–24 as the peak body for carers. Queensland Carers Advisory Council meets 3 times each year to provide advice on issues impacting Carers. A new Council was appointed for a two-year term in February 2024. Annual funding of \$150,000 was committed in 2023–24 and over the forward estimates. The Queensland Carers Action Plan 2023–24 was published and is available at: Carers Action Plan 2024–26 (dcssds.qld.gov.au) |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <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. | <div> <div></div> <div>Completed in period</div> </div> <ul style="list-style-type: none"> • QSART is an online resource for Early years Places (EYPs) used to focus conversations on improving standard and quality of service delivery. • QSART enables Early years Services to enhance inclusivity of children with disability/ developmental delay (birth–8yrs). • July – December 2023, EYPs reported 522 children with disability participated in activities at EYPs. • 274 parents/carers with disability participated in activities at an EYP. • More information can be accessed via the website at: Early years Place – Quality Self-Assessment and Reflection Tool – User guide (earlychildhood.qld.gov.au) |
| 3.2 | Education and Learning Policy Priority 2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability. | Fund disability peak bodies to deliver actions to improve inclusion for people with disability. | <ul style="list-style-type: none"> • Funded peak entities deliver agreed outcomes, measured through regular service reporting. | <div> <div></div> <div>Completed in period</div> </div> <ul style="list-style-type: none"> • The Queensland Disability Peak and Representative Bodies – Inclusion Program funding agreements are in place. • Peak body organisations help people with disability by promoting community awareness, education and training information for organisations and employers, and the broader community to influence community attitudes and remove barriers to inclusion. • More information can be found at: Peak body supports People with disability Queensland Government (www.qld.gov.au) |

Western Australia – Early Childhood



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | 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. | Realising individual capacity Continue to build the capacity of principals, teachers and allied professionals to provide teaching and learning adjustments that meet individual student needs, including students with disability. | <ul style="list-style-type: none"> Identified capacity building program. | <div>■</div> Completed in past period Completed in 2022- 2023 |
| 1.2 | Linked to Education and Learning Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning. | Teaching and learning Develop and implement a framework that supports the teaching and learning needs of students with disability who are demonstrating complex needs. | <ul style="list-style-type: none"> Identified framework. | <div>■</div> Ongoing <ul style="list-style-type: none"> The Supporting the Teaching and Learning of Students with Disability and Complex Behaviour Project is underway and expected to be completed by July 2025. 27 of 71 deliverables are completed. Between June 2023 and May 2024 professional learning was delivered on Multi-Tiered System of Support (MTSS) to Department specialist staff and consulting teachers by Dr Kate de Bruin, Monash University. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | 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. | Sports for all children Maintain KidSport to ensure that children with disability from low socio-economic backgrounds can enjoy club sport opportunities. | <ul style="list-style-type: none"> Program operating. | <div> <div></div> Ongoing <ul style="list-style-type: none"> The Department of Local Government Sport and Cultural Industries provided 3,096 KidSport vouchers to 2,499 children who self-reported having a disability from 1 July 2023 – 15 May 2024. This resulted in increased participation of children with disability and their families in their local communities. </div> |
| 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 | 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. | Connecting the CALD community 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. | <ul style="list-style-type: none"> Supported initiatives. | <div> <div></div> Ongoing <ul style="list-style-type: none"> Department of Local Government Sport and Cultural Industries shared information about inclusive initiatives and events to its CALD sector networks. These included events such as: <ul style="list-style-type: none"> celebrating the International Day of People with Disability, information about the PACE computer system rollout, national social and community participation grants, national community access and inclusion survey, and brokered promotional connections between NDIS Wanslea and WA CALD community service providers. </div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.2 | 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. | Engaging with ACCOs 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. | <ul style="list-style-type: none">Identified targeted capacity development. | <div><div></div>Ongoing<ul style="list-style-type: none">Engagement between the WA Aboriginal Community Controlled Organisations (ACCOs) sector and Communities culminated in the statewide ACCO forum held in April 2024.A key outcome was that place-based approaches to commissioning will be based on developing a Communities ACCO Commissioning Framework.Communities funded the Aboriginal Health Council of WA (AHCWA) to enhance their MAPPA platform to include information about culturally secure disability service providers across WA.</div> |

South Australia – Early Childhood



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | 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. | <p>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> | <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> Completed in period</p> <ul style="list-style-type: none"> From July 2023 to June 2024, Statewide Inclusive Education Services had 1,765 people visit the website, with 144 calls documented from parents. In 2023, the Department for Education held a 2-day Inclusive Education Expo at Brighton Secondary School. <ul style="list-style-type: none"> 300 participants attended in person 4,283 registered for online attendance. The Department for Education will continue with ongoing work to showcase high-quality practice in inclusive education. |
| 1.2 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high quality early childhood education and care. | 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. | <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> Ongoing</p> <ul style="list-style-type: none"> The Department for Education have implemented 9 small, scaled pilot programs testing various delivery models across metro and regional locations with priority cohorts including Aboriginal and Torres Strait Islander and Cultural and Linguistically Diverse populations. The Department for Education will consider next steps following the outcomes of the pilot. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | 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. | 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. | <ul style="list-style-type: none">Increased percentage of children and young people in care identified as having disability or developmental delay. | <div><div></div> Completed in period<ul style="list-style-type: none">The proportion of children in care with a NDIS plan has increased from 29.8% in July 2023 to 31.7% in June 2024.The Department for Child Protection will continue to monitor and support the early identification of children and young people with a disability and developmental delay to ensure they are accessing necessary disability supports that meet their needs.</div> |
| 1.4 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Increase Adults Supporting Kids (ASK) website resources for disability and early childhood services and resources. | <ul style="list-style-type: none">Dedicated disability resources and service providers are easily accessible through the ASK website. | <div><div></div> Completed in past period Completed in 2022–2023</div> |
| 1.5 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Include disability resources for professionals as part of the expansion of the ASK website content. | <ul style="list-style-type: none">Professional visitors to the ASK website are accessing disability resources and appropriate service providers. | <div><div></div> Completed in past period Completed in 2021–2022</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.6 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Develop specific messages and identify sources of promotion to publicise the ASK website disability content. | <ul style="list-style-type: none"> Visitors to the ASK website are arriving through identified promotion sources. | <div></div> Completed in past period Completed in 2022–2023 |
| 1.7 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Undertake analysis of the prevalence of young children with a disability in the Child and Family Support System (CFSS) population. | <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. | <div></div> Completed in period <ul style="list-style-type: none"> An analysis of prevalence of young children with a disability in the CFSS population was undertaken and completed by the Early Intervention Research Directorate as part of the <u>DHS Disability Access and Inclusion Plan (DAIP)</u> in January 2024. The Early Intervention Research Directorate are working on the next steps based on the findings of the report. |
| 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 | 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. | Strengthen outcomes for children with disability: <ul style="list-style-type: none"> Develop and provide programs which support the learning of children and students with disability such as the Inclusive Education Support Program (IESP) which allocates funding to children and young people based on their needs to support their access to learning. Schools use the Abilities Based Learning and Educational Support (ABLES) program which supports the teaching of students with significant intellectual disability. | <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. | <div></div> Completed in period <ul style="list-style-type: none"> As per most recent data (between July 2023 to December 2023), 152 schools used at least one ABLES assessment. There was a total of 7,711 assessments completed on 1,744 individuals. Of these 1,734 children and students completed Maths and English assessments. The Department for Education will continue to collect information and report on the ABLES program and use it to inform improvements to the program. |






| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | 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. | Increase consistent and readily accessible child development information and education under the Department for Education's Early Learning Strategy. | <ul style="list-style-type: none"> Better child development and education information is easily accessible to families and educators. | <div> Ongoing </div> <ul style="list-style-type: none"> The Early years SA App was launched in late June 2023 by the South Australian Premier. The app provides age specific information and notifications for parents and carers of children aged 0–5 years on child health and development checks, immunisations, dental checks, and school enrolment. Ongoing work will continue to promote the app which provides families with valuable tools and resources. |
| 2.3 | 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. | Strengthen engagement with parents and carers: <ul style="list-style-type: none"> Consult with parents of children with disability through forums, conferences, meetings and workshops. Parent/carer and child/young person voice is included in the personalised planning process (One Plan). Provide through the Special Education Resource Unit a range of support and learning opportunities, to parents, carers and Department of Education SA staff. Improved online accessibility of the Department of Education SA's website and intranet. | <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. | <div> Ongoing </div> <ul style="list-style-type: none"> The Department for Education are completing work to replace the current One Plan System to support with developing a digital personalised learning solution for students. An Engaging Families Module is being developed by multi-disciplinary teams and Due in late 2024. Consultation workshops have been held with families. The Department for Education will continue improving and updating systems including the SEIS website. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.4 | 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. | Increase information sharing between services to enable more coordinated responses to families under the Department for Education's Early Learning Strategy. | <ul style="list-style-type: none"> Relevant information sharing has increased between services and improved coordinated responses to families. | <div></div> Completed in past period Completed in 2022–2023 |
| 2.5 | 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. | Ensure foster and kinship carers are provided with information about caring for children and young people with disability and developmental delay. | <ul style="list-style-type: none"> Develop information and resources for carers to access via the Department for Child Protection Carer Portal. | <div></div> Completed in past period Completed in 2021–2022 |
| 2.6 | 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. | Ensure the Parenting SA Parent Easy Guides (PEGs) are available to all parents/caregivers in accessible locations for easy access: <ul style="list-style-type: none"> Milestones: children 0–4 years Parent Easy Guide: <u>Milestones: children 0–4 years</u> Developmental delay Parent Easy Guide: <u>Developmental delay</u> Children with a disability Parent Easy Guide: <u>Children with a disability</u> Disability: brothers and sisters Parent Easy Guide: <u>Disability: brothers and sisters.</u> | <ul style="list-style-type: none"> Number of specific PEGs distributed. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.7 | Linked to Education and Learning Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning. | Promote the Parenting and Family Support teams workshops and webinars that empower parents/caregivers to understand child development and recognise developmental delay. | <ul style="list-style-type: none">Percentage of participants attending workshops identifying living with a disability or living with a child with a disability. |  Completed in past period Completed in 2022–2023 |
| 2.8 | 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. | Progress the development of a workshop specifically for parents/caregivers living with a child with a disability – “Developing Differently”. Plan and overview completed. Pilot with parents/caregivers with lived experience. | <ul style="list-style-type: none">Workshop completed and approved.Pilot completed and report submitted. |  Completed in past period Completed in 2022–2023 |
| 2.9 | Linked to Community Attitudes Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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”. | <ul style="list-style-type: none">Lived experience input included in final workshop. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | 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. | 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. | <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. | <div>  Discontinued </div> <ul style="list-style-type: none"> The Department for Education established an Aboriginal Early years Reference group to provide an Aboriginal voice and expert advice to support improved preschool engagement, enrolment and attendance for Aboriginal 3-4-year-old children. A proposal for piloting best practice initiatives in select sites has also been developed, aimed at improving access and participation of Aboriginal children in preschool. The activities within this action will continue to be implemented once South Australia’s early childhood reforms are explored. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | 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. | Implement the Paediatric Model of Care developed through the Improving Children's Health and Therapy Through Appropriate Services (iCHAT TAS) project. | <ul style="list-style-type: none"> Established Children's Health Service Pathway. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> The Paediatric Model of Care (MoC) has been developed. Scoping has been undertaken to determine the best referral pathway for this model, including exploration of primary care options. Implementation of the pathway to date has been impacted by workforce and resourcing considerations. The Tasmanian Department of Health is currently scoping alternative approaches to implement the referral pathway. |
| 1.2 | 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. | Increase capacity of the Tasmanian Autism Diagnostic Services with an investment of \$350 000 per year across four years from 2021–22. | <ul style="list-style-type: none"> Improved timeliness to diagnostic services for children. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> Tasmania's Autism Diagnostic Service (TADS) has experienced continued growth of referrals. This may reflect an increased awareness and recognition of autism spectrum disorder in the population, which is consistent with the national trend. This has meant that while the wait times have reduced, the wait times remain high. The service is currently reviewing referral pathways which may reduce referrals accepted from clinical stakeholders who themselves have the capacity to undertake autism assessment. TADS is exploring initiatives to work directly with stakeholders on timely assessment processes for new referrals. Review of assessment processes, including a project to develop electronic forms for families and stakeholders. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <ul style="list-style-type: none"> Construction of 6 additional child and family centres has commenced. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> Muylatina CFLC in Mayfield was operational in January 2023 and officially opened in July 2023. Blue Gum CFLC (West Ulverstone) was operational in January 2024 and officially opened on 5 June 2024. Iarapi CFLC (Wynyard) was operational in October 2023 and will be officially opened on 26 June 2024. The Nest CFLC (Sorell) was operational in May 2024 with an official opening to be held later in 2024. Saltbush CFLC (Kingston) construction is almost complete and is due to be operational later in 2024. Glenorchy CFLC construction is on track for completion and operational in late 2024. |
| 2.2 | 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. | 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. | <ul style="list-style-type: none"> Engagement of speech pathologists, psychologists and social workers. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> As of Jan 2024, an additional 0.6 FTE approved establishment for each of the three disciplines has been provided for three of the new CFLCs, Sorell, Kingston and Glenorchy. |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | 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. | Implement the Paediatric Model of Care developed through the iCHAT TAS project. | <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. | <div> Ongoing </div> <ul style="list-style-type: none"> Indicator One: Evaluation of Paediatric Model of Care (Completed) The Paediatric Model of Care has been evaluated twice over 2023 and early 2024. These evaluations show that staff increasingly feel the Model of Care is being implemented in line with its vision, mission and values. Indicator Two: Establishment of Tasmanian Neonatal and Paediatric Clinical Network (Ongoing) The Tasmanian Department of Health has established a Tasmanian Neonatal and Paediatrics Clinical Network, which is working to enhance the experience and delivery of quality healthcare for children and young people accessing public neonatal and paediatric health services. The Network is underpinned by the Tasmanian Overarching Paediatric Model of Care. Recruitment of a consumer representative is ongoing, with initial scoping work undertaken to identify an appropriate consumer representative. |
| 3.2 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | 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. | <ul style="list-style-type: none"> Increased capacity to build supportive networks. | <div> Completed in past period </div> <p>Completed in 2022–2023</p> |

Australian Capital Territory – Early Childhood



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|--|---|---|
| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | 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. | 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. | <ul style="list-style-type: none"> TBC. | <div></div> Completed in past period Completed in 2022–2023 |
| 1.2 | Linked to Education and Learning Policy Priority 1: Children with Disability can access and participate in high-quality early childhood education and care. | Set up for Success: An Early Childhood Strategy for the ACT Deliver on the <i>Set up for Success: An Early Childhood Strategy for the ACT</i> , a 10-year plan which was launched in 2020 for early childhood education and care in the ACT, including children with disability and developmental vulnerabilities. | <ul style="list-style-type: none"> Strategy targets are met. | <div></div> Completed in period <ul style="list-style-type: none"> Preschool Pathways resources continue to be accessed by ECEC services, families and the community via the Directorate's website. The Preschool Pathways Partners continue to provide coaching support to educators and support children with developmental needs or disabilities to transition to preschool. Fewer children required support in 2024 Due to more ACT public schools establishing transition processes with ECEC services |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | 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. | ACT Playgroups Continue to support ACT Playgroups to provide early intervention playgroups designed to support the journey of families with young children aged 0–5 with additional needs. | <ul style="list-style-type: none">• TBC. |  Completed in past period Completed in 2022–2023 |
| 2.2 | Linked to Education and Learning Policy Priority 1: Children with Disability can access and participate in high-quality early childhood education and care. | Set up for Success: An Early Childhood Strategy for the ACT Deliver on the <i>Set up for Success: An Early Childhood Strategy for the ACT</i> , a 10-year plan which was launched in 2020 for early childhood education and care in the ACT, including children with disability and developmental vulnerabilities. | <ul style="list-style-type: none">• Strategy targets are met. |  Completed in period <ul style="list-style-type: none">• Free three-year-old preschool commenced in January 2024, offering over 5,000 eligible children up to 300 hours of preschool.• This is the next phase of the ACT Government's commitment to 600 hours of free preschool for all three-year-olds.• The program is being delivered in partnership with 82 providers representing 142 ECEC services.• In Quarter 2 2024, there were 3,183 children enrolled. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Education and Learning Policy Priority 1: Children with Disability can access and participate in high-quality early childhood education and care. | Koori Preschool Program 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. | <ul style="list-style-type: none">• TBC. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">• In Term 4 2023, members from the ACT Education Directorate's Aboriginal and Torres Strait Islander and Early Childhood teams collaborated to create an induction document to support Koori Pre staff in implementing the Koori Pre-Cultural Safety Framework and Koori Pre Curriculum.• Transport Canberra have continued their bus scholarship program with Koori Pre in 2024 providing 90 free charters for Koori Pre classes to go beyond the school gates with learning On Country.• In 2024, Koori Pre have Early years Engagement Officers from the West Belconnen Child and Family Centres visiting each of the sites each week to support Koori Pre staff, children and families.• Set up for Success includes providing up to 100 places for Aboriginal and Torres Strait Islander 3-year-olds in Koori Preschool.• From the start of the 2024 school year, Koori Preschools at Richardson Primary School, Narrabundah Early Childhood School, and Ngunnawal Primary School offer a second Koori Pre session.• This means an additional 66 Aboriginal and Torres Strait Islander three and four year-old children can access Koori Preschool increasing available places from 110 to 176. |

Northern Territory – Early Childhood



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports. | | | | |
| 1.1 | 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. | Delivery of the Healthy Under 5 Kids Partnering with Families (HU5K-PF) Program The Program provides a universal standardised well child health program for all children in the NT aged 0–5 years. The Program includes anthropometric assessment, developmental screening, anticipatory guidance and health promotion education for parents. | <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. | <div>  Completed in period </div> <ul style="list-style-type: none"> During the reporting period, 47% of 0–5 year olds enrolled in the program have had Developmental Screening using ASQ3/ASQ TRAK. HU5K-PF is an optional program. The data reflects only a subset of the NT population with around one third of the almost 17,000 Territorians aged under 5 years of age not included in the dataset. 236 (6%) were below cut off and referred for further assessment. The program is fully implemented. |
| 1.2 | 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. | The provision of the Newborn Hearing Screening in the birthing hospitals within the NT. | <ul style="list-style-type: none"> Number of children screened. Number of children identified with permanent hearing impairment. | <div>  Completed in period </div> <ul style="list-style-type: none"> Between 1 July 2023 – 30 April 2024, Screening and Diagnostic assessments were undertaken on 2,165 children across the NT. 4 children identified with permanent hearing impairment. The program is fully implemented. <p>(Note: some babies screened are still in the process of diagnostics so children identified may be an under-estimation.)</p> |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | 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. | Supporting children with disability in care 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: <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. | <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. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> • The number of children in care who have a NDIS plan: <ul style="list-style-type: none"> ◦ 335 as at May 2024, compared to ◦ 313 in June 2023 (7% increase) • 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. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| | | <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.• 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.• 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. | | |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.4 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Early Intervention – Families as First Teachers (FaFT) program and Preschool 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. | <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. |  Completed in past period Completed in 2022–2023 |
| 1.5 | Linked to Learning and Education Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | Developmental screening 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. | <ul style="list-style-type: none">• ASQ-TRAK screening tool implemented in 80% of FaFT sites. |  Completed in period <ul style="list-style-type: none">• As at 3 June 2024: 32 out of 34* (94%) of remote FaFT sites have one or more staff trained and able to implement ASQ-TRAK. (Note: *figures fluctuate Due to certification requirements to achieve ASQ-TRAK compliance which can be challenging for some remote and very remote communities.) |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.6 | Linked to Learning and Education Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning. | Wrap around support 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. | <ul style="list-style-type: none">Number of children with disability supported prior to their first years of school. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">31 service requests for children prior to their first year of school were received and actioned by Student Wellbeing Programs and Services in the period 1 July 2023 to 20 May 2024.This program continues to provide ongoing support.The NT Department of Education is working with NT Health and other stakeholders to progress the development of a systematic framework for engagement between schools and health clinics and services.The right tools (developmental screening), data ownership and sharing, workforce capability and capacity building to support children with additional needs are the key focus areas of this framework. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | 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. | <p>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> | <ul style="list-style-type: none"> The number of women completing a SNHV Program. | <p>Completed in period</p> <ul style="list-style-type: none"> The ANFPP has been renamed to the Australian Family Partnership Program (AFPP). The name change aims to highlight the equal and important role that both the Nurse Home Visitor and Family Partnership Worker roles play in the teams, including the ongoing effective engagement with families, especially birthing parents. NT Health, Top End Health Region, provide the AFPP in 4 remote Aboriginal communities: Wadeye, Maningrida, Gunbalanya and Wurrumiyanga. 3 Aboriginal Controlled Community Health Organisations (ACCHO) in Central Australia, Darwin Urban and Katherine, also provide this service. The MECSH program continues to be delivered by 3 ACCHO's in East Arnhem and Big Rivers regions. NT Health are currently in negotiation to fund an alternative model for the Barkly Region for the 2024–25 financial year. The MECSH evaluation has progressed with the 2023 progress report delivered by Menzies to NT Health. The final evaluation report will now be provided by 31 December 2024 to allow for a lag in data availability. In Q1 2024, a total of 539 home visits were provided to 151 families (up from 433 home visits to 130 families in Q4 2023). This is a 22% improvement. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | 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. | The Healthy Under 5 Kids Partnering with Families (HU5K-PF) Program The HU5K-PF Program provides a universal standardised well child health program for all children in the NT aged 0–5 yrs. The program includes anthropometric assessment, developmental screening, anticipatory guidance and health promotion education for parents. | <ul style="list-style-type: none"> The number of parents provided with anticipatory guidance information that supports the development and wellbeing of their children. | <div>  Completed in period </div> <ul style="list-style-type: none"> The program is fully implemented. Since the program began, 9,285 parents have been provided with anticipatory guidance information that supports the development and wellbeing of children. |
| 2.3 | 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. | Supporting children with disability in care 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: <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. | <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. | <div>  Completed in period </div> <ul style="list-style-type: none"> The number of children in care who have a NDIS plan: <ul style="list-style-type: none"> 335 as at May 2024, compared to 313 in June 2023 (7% increase). 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 to assessment services, actioning NDIS plans and ensuring purchasing under NDIS plans and/or accessing alternative supports if a plan is not in place/approved. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| | | <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. 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. | | |
| 2.4 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care. | <p>Building knowledge through the Families as First Teachers Program (FaFT)</p> <p>Continue implementation of an early learning and family support program for young children and their families in NT remote and regional/ town settings, in order to support parents and families to improve their knowledge and understanding of child development and how they can support their children's growth and development.</p> | <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> Completed in period</p> <ul style="list-style-type: none"> As at 29 May 2024*: <ul style="list-style-type: none"> 1,201 parents/carers had participated in FaFT programs. 1,792 children had participated in FaFT programs. 269 children were developmentally screened at least once using the ASQ-TRAK. <p>* figures only available per calendar year.</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.5 | <p>Linked to Education and Learning:</p> <p>Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care</p> <p>Policy Priority 2: Build capacity in the delivery of inclusive education to improve educational outcomes for school students with disability.</p> | <p>National Quality Framework – National Quality Standard (Australian Children’s Education and Care Quality Authority)</p> <p>Targeted monitoring of services’ performance against the ‘National Quality Standard: element 6.1.3 Families are supported’ to identify trends to indicate any future strategies, actions or professional development needs.</p> | <p>Number of Early Childhood Education and Care (ECEC) services rated ‘met’ for element 6.1.3.</p> | <p> Completed in period</p> <ul style="list-style-type: none">• As at 20 May 2024, 214 approved services continue to hold a quality rating of met against the element 6.1.3.• This equates to 100% of NT services that have had an assessment and rating.• 214 of 231 approved services have been assessed and rated as at 20 May 2024.• ECEC will continue to be assessed and rated under the National Quality Standard. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.6 | Linked to Education and Learning Policy Priority 4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning. | Student Advocacy Service <ul style="list-style-type: none">• Trial and develop student advocacy services to assist families navigating the system or resolve issues between students, families and education providers.• Develop and provide informative resources and support materials targeted to families to assist them in making informed decisions about their child's/children's education. | <ul style="list-style-type: none">• Number of families supported by the independent advocates.• Information and support materials developed and distributed to families. | <div><div></div>Completed in period<ul style="list-style-type: none">• From July 2023 and December 2023, 79 students and their families received support in negotiating required adjustments with schools.• Over 95% of parents and carers were satisfied with the service.• 90% of parents/carers were satisfied with the outcome for their child.• A program toolkit has been developed to help service providers with practical advice and guidance, and adaptable tools and templates for the service.• The funding agreement with the service provider expired on 31 December 2023.• The service paused from January to February 2024 to allow the Department of Education to find 2 suitable service providers.• Two providers were successfully contracted, and the service resumed in March 2024.• The 2 providers received training on the program toolkit in March 2024.• The program will continue to provide advocacy supports to students and their families.</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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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 | Linked to Education and Learning Policy Priority 1: Children with disability can access and participate in high-quality early childhood education and care Policy Priority 2: Build capacity in the delivery of inclusive education to improve educational outcomes for school students with disability. | National Quality Framework – National Quality Standard (Australian Children’s Education and Care Quality Authority) Monitor regulated services’ (under the National Quality Framework) performance against National Quality Standard: element 6.2.3 Community engagement – The service builds relationships and engages with its community. Data from monitoring is used to identify service needs. | <ul style="list-style-type: none"> Number of ECEC services rated ‘met’ for element 6.2.3. | <div>Completed in period</div> <ul style="list-style-type: none"> As at 20 May 2024, 214 approved services hold a quality rating of met against the element 6.2.3. This equates to 100% of NT services that have had an assessment and rating. 214 of 231 approved services have been assessed and rated as at 20 May 2024. ECEC will continue to be assessed and rated under the National Quality Standard. |
| 3.2 | 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. | Giving Voice to Children, Students and Families Develop and implement initiatives to engage families of students with additional needs: <ul style="list-style-type: none"> Establish advisory groups including parents, students and key stakeholders. Provide support materials for educators to better enable them to establish welcoming, safe and inclusive environments for students and families from a range of cultural backgrounds. Promote examples of best practice inclusion in the NT, including family voice, from a range of settings. | <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. | <div>Completed in period</div> <ul style="list-style-type: none"> The Youth Voice Crew continues and is now ongoing. A website for parents will be launched in August 2024 <u>Student wellbeing and inclusion NT.GOV.AU</u> Student Wellbeing and Inclusion has bi-monthly meetings with the Council of Government School Organisations to update them on inclusion projects and receive feedback. |



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

Link to jurisdictions

| | |
|---|-----|
| Australian Government – Safety..... | 130 |
| New South Wales – Safety..... | 144 |
| Victoria – Safety..... | 155 |
| Queensland – Safety..... | 161 |
| Western Australia – Safety..... | 170 |
| South Australia – Safety | 175 |
| Tasmania – Safety | 183 |
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| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|--|---|--|--|
| 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 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Develop a framework based on factors that create, contribute to, or reduce the risk of harm and enable proactive safeguards for NDIS participants. | <ul style="list-style-type: none"> Framework is agreed by Governments by 2024 and enables the identification of when a NDIS participant is either experiencing, or is at risk of, harm. | <div> <div></div> Ongoing </div> <p>Department of Social Services</p> <ul style="list-style-type: none"> The department will commence developing a risk definition and identify proactive safeguards through the development of a Disability Support Ecosystem Safeguarding Framework and Strategy approved in Budget 2024–25. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|---|--|---|
| 1.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Strengthen the identification and monitoring of NDIS participants at risk of harm to inform safeguarding activities and regulatory action, including: <ul style="list-style-type: none"> Conducting a literature review to identify factors of risk that create, contribute to, or reduce the risk of harm. Developing a data dictionary to ensure consistent terminology and enable data sharing and analysis between systems. Establishing a model to effectively analyse risk data, including indicators and flags for ongoing dynamic identification of people with disability at risk of harm. | <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. | <div> <div></div> Ongoing </div> <p>Department of Social Services</p> <ul style="list-style-type: none"> The intent of the NDIS participant risk analysis model will be progressed by the NDIA as part of its development of a Risk Profile Model approved in Budget 2024–25. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|---|---|--|
| 1.3 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <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. | <div> Ongoing </div> <p>Department of Social Services</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 were stood up in early 2024. The first set of de-identified data is expected to be available by the end of 2024. |
| 1.4 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <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. | <div> Ongoing </div> <p>Department of Social Services</p> <ul style="list-style-type: none"> Access to child protection and the NDIS data has been granted. Technical linkage of the 2 data sets has progressed. A research proposal has been developed, incorporating stakeholder input. The project will be governed by Safe and Supported: <u>National Framework for Protecting Australia's Children 2021–2031</u>. |
| 1.5 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Establish a mechanism to measure progress in reducing the risks of harm to people with disability at risk of harm. | <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. | <div> Ongoing </div> <p>Department of Social Services</p> <ul style="list-style-type: none"> The intent of this action will be progressed as part of the development of the Disability Support Ecosystem Safeguarding Strategy and Disability Support Quality and Safeguarding Framework approved in Budget 2024–25. |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Undertake a review of the NDIS Quality and Safeguarding Framework. | Output Indicators <ul style="list-style-type: none">• NDIS Quality and Safeguarding Framework review completed by end 2023. Effectiveness Indicators <ul style="list-style-type: none">• NDIS Quality and Safeguarding Framework is effective and promotes proportionate protections to better protect NDIS participants at risk of harm. | <div><div></div> Ongoing</div> <p>Department of Social Services</p> <ul style="list-style-type: none">• The department's review of quality and safeguarding arrangements in the NDIS was incorporated into the NDIS Review.• The department will consider this action during the development of a Disability Support Quality and Safeguarding Framework which was approved in Budget 2024–25. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|--|--|---|
| 2.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Improve alignment of regulation across the care and support sectors – NDIS, aged care and veterans’ care. This will include: <ul style="list-style-type: none">• Establishment of a single care and support sector worker screening check and code of conduct.• Facilitating greater information sharing between regulators.• Implementing options for medium and longer-term reforms to align regulation and safeguards across disability, aged care and veterans’ care, including across quality standards, auditing and assessment processes, complaints and incident reporting and behaviour support and restrictive practices. | Output Indicators <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. Effectiveness Indicators <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. | <div><div></div> Ongoing</div> <p>Department of Social Services</p> <ul style="list-style-type: none">• Expansion of NDIS worker screening to the aged care sector expected to be implemented from July 2025, with significant work underway including development of an intergovernmental agreement between the Commonwealth and all state and territory governments.• Future reform on regulatory oversight is being considered in the context of NDIS Review and the Disability Royal Commission response.• On 2 August 2024, the NDIS Provider and Worker Registration Taskforce provided independent advice to Government on a new risk proportionate regulatory model. Recommendations include consideration of recognition of other professional registration to avoid duplication and administration burden. The advice is now being considered by Government. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.3 | Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Lead the development of nationally consistent principles to guide the review of quality and safeguard legislation and policy and seek disability ministers' agreement. Distribute agreed national principles to Australian Government departments and encourage their use to guide future reviews or development of Commonwealth legislation. | Output Indicators <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. |  Ongoing Department of Social Services <ul style="list-style-type: none">The department will consider progressing this action as part of its development of the Disability Support Ecosystem Safeguarding Strategy and Disability Support Quality and Safeguarding Framework which was approved in Budget 2024–25. |
| 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 | Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Undertake stocktake of NDIS supports and protections for NDIS participants to identify gaps or opportunities to strengthen cross-system government supports and protections. | <ul style="list-style-type: none">Stocktake of NDIS supports and protections completed by June 2022. |  Completed in past period Department of Social Services Completed in 2022- 2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.2 | Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Lead the development and implementation of actions to reduce the risk of harm for people with disability by: <ul style="list-style-type: none">Improving information sharing, referrals processes and interfaces to ensure seamless transitions and dynamic identification of risk between systems including health, education, justice, domestic, family and sexual violence services, child-protection, and the NDIS.Expanding on and considering outreach models. | Output Indicators <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 <ul style="list-style-type: none">Improved information sharing between the NDIS and other service systems to provide better support in delivery of care for NDIS participants by 2023.Effective and proportionate outreach is in place for people with disability across government service systems by 2024. | <div><div></div> Ongoing</div> <p>Department of Social Services</p> <ul style="list-style-type: none">The cross-government forward work plan and pilot projects have contributed to all areas of this action.The cross-government pilot project grants ceased on 30 June 2024 and have contributed to:<ul style="list-style-type: none">the development and implementation of actions to reduce the risk of harm for people with disabilityimprove cross-system supports (action 3.3)Further work on this action will be progressed through the development of a Disability Support Ecosystem Safeguarding Strategy and Disability Support Quality and Safeguarding Framework approved in Budget 2024–25. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.3 | Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Lead priority work with state and territory governments to improve cross-system supports, including: <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. | Output Indicators <ul style="list-style-type: none"> Government systems are designed to support and improve access for people with disability. Effectiveness Indicators <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. | <div><div></div> Ongoing</div> <p>Department of Social Services</p> <ul style="list-style-type: none"> The department considered this action in relation to its response to the NDIS Review. The department will progress work with states and territories on developing a nationally consistent approach to state and territory operated disability Community Visitor Schemes, announced as part of the Government's response to the Disability Royal Commission on 3 July 2024. The intent of decision making arrangements will be considered through the development of a Disability Support Quality and Safeguarding Framework approved in Budget 2024–25. |
| 3.4 | Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | Effectiveness Indicators <ul style="list-style-type: none"> Measures are in place to determine the effectiveness of the Objective 3 initiatives in 2024. | <div><div></div> Discontinued</div> <p>Department of Social Services</p> <ul style="list-style-type: none"> Measures of effectiveness will be incorporated into any future policy items as part of BAU, to ensure incidence of harm/adverse outcomes for all people with disability, including NDIS participants, is evaluated. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.5 | 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. | <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.</p> <p>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>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>Completed in period</p> <p>Department of Social Services</p> <ul style="list-style-type: none"> • All grant and procurement activities are underway, with most of the deliverables expected in 2023–2024. <ul style="list-style-type: none"> ◦ Evidence-based prevention Framework developed. ◦ Web-based resources created and published. ◦ Sector development activities extended to 2025–26. ◦ Audit of the accessibility of DFSV services in secondary phase of completion. • An additional investment of \$2 million (2023–24 Budget) was made in response to the Disability Royal Commission highlighting that women with a disability experience higher levels of all forms of violence. • The department has two procurement activities underway. Both activities are Due to cease in 2024–25. <ul style="list-style-type: none"> ◦ The Development of accessible guides for FDSV practitioners to better support women with disability. Due 7 September 2024. ◦ The Development of an Interpretive version of the First Action Plan 2023–27 specifically for women and children with a disability. Due 2 June 2025. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4 – Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld, and protected. | Work with states and territories to align with the agreed national principles. | Output Indicators <ul style="list-style-type: none"> Consistent national definitions and authorisation processes in place for the use of restrictive practices by 2023. | <div>■ Ongoing</div> NDIS Quality and Safeguards Commission As at 30 June 2024: <ul style="list-style-type: none"> authorisation processes are fully aligned in four states and territories, VIC, SA, ACT and NT. WA, QLD, TAS and NSW are still progressing their respective legislation. Not all jurisdictions have included the endorsed list of practices proposed to be prohibited in their authorisation frameworks. States/territories are still reviewing policy/legislation to include, or changes have not been approved at the government level. The NDIS Commission will continue to work with states and territories to align processes. |
| 4.2 | Linked to Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | Effectiveness and Efficiency Indicators <ul style="list-style-type: none"> People with disability have timely access to quality specialist behaviour support services in a robust behaviour support market. | <div>■ Completed in past period</div> Department of Social Services Completed in 2022–2023 |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|--|--|--|
| 4.3 | <p>Linked to Safety, Rights and Justice</p> <p>Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect, and exploitation</p> <p>Policy Priority 4: The rights of people with disability are promoted, upheld, and protected.</p> | Progress alignment of regulation of restrictive practices based on best practice across the NDIS and aged care regulators. | <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 in past period</p> <p>Department of Health and Aged Care</p> <p>Completed in 2022–2023</p> |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.4 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld, and protected. | 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. | Output indicators: <ul style="list-style-type: none">Reduction in the use of restrictive practices over time. Effectiveness and Efficiency Indicators: <ul style="list-style-type: none">Education and capacity building tools effectively increase awareness and capacity of the disability sector, mainstream systems and the community to eliminate restrictive practices. | <div><div></div> Ongoing</div> <p>Department of Social Services</p> <ul style="list-style-type: none">Initial work to eliminate the use of restrictive practices, through establishing targets and performance indicators within the NDIS and developing a joint action plan with states and territories was approved in Budget 2024–25 and announced as part of the Government's response to the Disability Royal Commission on 31 July 2024 <p>NDIS Quality and Safeguards Commission</p> <ul style="list-style-type: none">During the reporting period, the NDIS Commission developed and published:<ul style="list-style-type: none">Checklists for BSP development for good practice and provider obligations.New policy guidance and resources for safe reduction of restrictive practices.Updated BSP templates with input from participants and stakeholders.Participant Fact Sheets on restrictive practices in Behaviour Support.Undertaken procurement to develop an e-learning module for DSP workers on positive behaviour support.Administered grants for a support decision-making toolkit and resources.Work is ongoing, including BSP Quality Reviews to educate and build capacity in the sector, with findings to follow in annual report.Resources are available online on the NDIS Commission website [Homepage NDIS Quality and Safeguards Commission (ndiscommission.gov.au)] |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | 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. | Develop and implement NDIS Support for Decision Making policy, informed by consultation. | Output Indicators <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. Effectiveness Indicators <ul style="list-style-type: none">• NDIS participants have access to appropriate support for decision-making and navigating government service systems. |  Completed in past period National Disability Insurance Agency Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|--|--|--|---|
| 5.2 | 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. | Develop a psychosocial recovery framework to improve supports and build capacity for NDIS participants with psychosocial disabilities. | Output Indicators <ul style="list-style-type: none">Psychosocial recovery framework developed by end 2023. |  Completed in past period National Disability Insurance Agency Completed in 2021–2022 |
| 5.3 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld, and protected. | Develop a National Disability Advocacy Framework to outline national definitions and high-level principles for disability advocacy. | Output Indicators <ul style="list-style-type: none">National Disability Advocacy Framework developed by 2024. |  Completed in past period Department of Social Services Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|--|--|---|
| 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 | Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | <p>The NSW Ageing and Disability Commission (ADC) will continue to identify factors that contribute to an increased risk of harm for adults with disability in their family, home and community and identify factors that assist to reduce the risk of harm for adults with disability in their family, home and community through:</p> <ul style="list-style-type: none"> • Maintaining the NSW Ageing & Disability Abuse Helpline 1800628221 and responding to reports about abuse, neglect and exploitation of adults with disability. • Maintaining the Official Community Visitor scheme to disability supported accommodation settings. • Promoting the activities of the ADC and raising public awareness of the incidence and community responsibilities regarding abuse, neglect and exploitation of people with disability. • Working with NSW Government and non-government agencies, community and business partners to better recognise risk factors of abuse and support early notification. • Producing training resources and online material including accessible and community language formats. | <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>Completed in period</p> <ul style="list-style-type: none"> • Key outcomes achieved in 2023–2024: <ul style="list-style-type: none"> ◦ continuation of NSW Ageing & Disability Abuse Helpline ◦ continuation of the Official Community Visitor scheme focusing on disability support accommodation ◦ establishment of a multicultural working group with key agencies to steer and inform projects to increase awareness of abuse of adults with disability, build frontline staff capabilities, and strengthen cross-agency collaboration ◦ translation of the My Wellbeing Checklist into additional community languages ◦ undertook a research project on neglect of adults with disability and older people ◦ supporting and build local community-based interagency abuse prevention Collaboratives ◦ developed videos for people with intellectual disability to raise awareness and understanding of abuse, neglect and exploitation and how to get help ◦ undertook community engagement to Aboriginal communities in Western NSW to raise awareness of the Helpline and handle outreach reports about adults with disability ◦ ensure specific inclusion of women with disability in the NSW community awareness and media campaign on coercive control. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | Linked to Safety Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | <p>The <i>Ageing and Disability Commissioner Act</i> (2019) provides extensive powers to the ADC to respond to reports about adults with disability who are subject to, at risk of, or living in circumstances that will result in, abuse, neglect or exploitation – including investigative powers.</p> <p>The ADC will amend the Act and update the Regulation to improve safeguards for adults with disability and older people, including to:</p> <ul style="list-style-type: none"> • Improve information sharing with relevant agencies and other key parties to reduce risks and improve supports. • Enable a broader range of health practitioners to assist the ADC to respond to people with disability who are subject to, or at risk of, serious harm. | <ul style="list-style-type: none"> • Changes made to the <i>Ageing and Disability Commissioner Act 2019</i> 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. | <div>■</div> Completed in past period Completed in 2021–2022 |
| 2.2 | Linked to Safety Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | <p>Those NSW agencies that have responsibility for Acts directly impacting on the welfare of children, young people and adults with disability including: NSW Department of Communities and Justice, NSW Health, NSW Department of Education, NSW Children's Guardian will continue to monitor their implementation and their impact.</p> <p>The action plans of these agencies are available here: <u>Register of local council and government agency DIAPs (nsw.gov.au).</u></p> | <ul style="list-style-type: none"> • Annual reporting of respective agencies. | <div>■</div> Completed in period <ul style="list-style-type: none"> • NSW agencies that have responsibility for Acts directly impacting on the welfare of children, young people and adults with disability continue to monitor their impact and implementation as a business as usual function. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | <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> | <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. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> • NSW Ageing and Disability Commission (ADC) established a Community of Practice (COP) with other state/territory-based adult safeguarding agencies with investigative functions relating to abuse, neglect and exploitation of adults with disability and older people. • Amendments were made to the Ageing and Disability Commissioner Act 2019 in 2024 to strengthen information sharing arrangements between the Official Community Visitor (OCV) scheme and key regulators, including the NDIS Commission; and provide for the regular provision of information from service providers to the OCV scheme about the locations of visitable services. • The ADC is continuing to put in place information sharing and referral arrangements with key agencies to reduce risks to adults with disability and older people in NSW. |
| 3.2 | Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none"> • Release of resources to NSW Health services. • Translation of resources into at least two community languages. | <div> <div></div> Completed in past period </div> <p>Completed in 2022 –2023</p> |



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| 3.3 | Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <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. | <div>Completed in period</div> <ul style="list-style-type: none"> The review of the NSW Health Policy Directive Responding to Needs of People with Disability During Hospitalisation is complete. The updated policy will be published on the NSW Health website by 30 August 2024. The policy describes the requirements for NSW Health staff and organisations to provide equitable, inclusive and appropriate care for people with disability. |
| 3.4 | 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. | 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. | <ul style="list-style-type: none"> Evaluation of IDHS. IDHS data recorded in NSW Health electronic records for performance monitoring and system-wide analyses. | <div>Completed in period</div> <ul style="list-style-type: none"> NSW Health has progressed work to strengthen data monitoring and analysis for the Intellectual Disability Health Service (IDHS). A consultant has been engaged to undertake an independent evaluation of the IDHS. The evaluation is expected to be finalised by June 2025. |
| 3.5 | 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. | 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. | <ul style="list-style-type: none"> Monthly Community of Practice meetings held. | <div>Completed in period</div> <ul style="list-style-type: none"> The COVID Disability Community of Practice (COP) has been disbanded with the pandemic moving to an endemic phase. Key COP members will be invited to join planned Stakeholder and Consumer groups to be established in 2024. |



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| 3.6 | 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. | <p>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> | <ul style="list-style-type: none">Evaluation of the implementation is planned for 2021. | <p>Completed in period</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 2022.The findings from this evaluation will inform the ongoing implementation of the VAN Redesign Program and IPARVAN Framework.Adjustments were made part of the VAN program.Survivors and Mates Support Network (SAMSN) have implemented:<ul style="list-style-type: none">a disability access strategy;co-designed resources and website supports; andupdated their programs to improve accessibility. |





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| 3.7 | 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. | <p>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><u>The Responding to Sexual Assault (adult and child) Policy and Procedures</u></p> | <ul style="list-style-type: none">An Evaluation framework has been developed to measure implementation and outcomes. | <p>Completed in period</p> <ul style="list-style-type: none">Education Centre Against Violence (ECAV), NSW Health has coproduced Easy Read, plain English and video resources for NSW Health Sexual Assault Services providing counselling and support to people with disability that have been sexually assaulted.ECAV has established an education portfolio to provide training and build the capacity of relevant NSW Health workforces on preventing and responding to children and young people who have displayed problematic and harmful sexual behaviours (PHSB), this includes children and young people with disability. |



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| 3.8 | 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. | <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> | <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>Completed in period</p> <ul style="list-style-type: none"> Cross government framework has been completed and published. |
| 3.9 | 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. | <p>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. | <ul style="list-style-type: none"> Production of training material and delivery of training. | <p>Completed in period</p> <ul style="list-style-type: none"> Women, Family and Community Safety within Department of Communities and Justice, in partnership with People with Disability implemented capacity building workshops for domestic, family and sexual violence sector. The project was approved by the Commonwealth to be extended until June 2025. |



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| 3.10 | Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | <p>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. | <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> Completed in period</p> <ul style="list-style-type: none">• NSW completed the first tranche of Disability Advocacy funding in June 2024.• This included over \$28 million of funding to advocacy service to provide individual, systemic and representational advocacy.• A Performance and outcomes framework has been developed and is currently being rolled out. |
| Objective 4 – Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | <p>NSW Department of Education will implement the Restrictive Practices Framework to reduce and eliminate the use of restrictive practices in NSW public schools.</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> Ongoing</p> <ul style="list-style-type: none">• The restrictive practices policy and framework is currently under review pending the release of the whole of government response to the Disability Royal Commission. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.2 | Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | <p>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> <p>A behaviour support plan by a suitably qualified practitioner.</p> <p>Informed consent by the participant or their guardian.</p> <p>Approval by an appropriately conducted RPA Panel.</p> | <ul style="list-style-type: none"> Ongoing reporting on numbers of restrictive practice authorisations. | <p>Completed in period</p> <ul style="list-style-type: none"> Activities under this action have been completed. This remains an ongoing function for the Department of Communities and Justice under the current NSW Restrictive Practice Authorisation Policy. The authorisation of restrictive practices using these requirements ensures that people with disability who are subject to restrictive practices are appropriately safeguarded. |
| 4.3 | Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected | <p>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> | <ul style="list-style-type: none"> Reporting by LHDs against their seclusion and restraint action plans.* <p><i>* 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.</i></p> | <p>Completed in period</p> <ul style="list-style-type: none"> Mental Health inpatient units have successfully implemented strategies and initiatives including: <ul style="list-style-type: none"> training and workforce development; quality improvement initiatives; reviewed local policies, procedures and practices; made enhancements to build and therapeutic environment. The impact is that average rate, frequency and duration of seclusion in acute mental health inpatient units has declined. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.4 | Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Monitoring the use of seclusion in NSW Health facilities. 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. | <ul style="list-style-type: none"> • Mental Health Seclusion Indicators: • Occurrence (per 1000 bed days): <5.1. • Duration (average hours): <4.0. • Frequency (%): <4.1% of all acute mental health admitted care episodes. | <div>Completed in period</div> <ul style="list-style-type: none"> • The Bureau of Health Information Quarterly Report for Jan-Mar 2024 shows that NSW mental health acute inpatient units are meeting KPI with a rate of 4.3 per 1,000 bed days, target is <5.1 • 77% of hospitals met target. |
| 4.5 | Linked to Safety Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Legislation reform National alignment of state-based authorisation arrangements for restrictive practices with agreed principles. NSW will determine an approach to comply with the 10 principles for national consistent authorisation of restrictive practices. 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. | <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. | <div>Ongoing</div> <ul style="list-style-type: none"> • The NSW Government is committed to reducing the use of restrictive practices and, where possible, eliminating the use of restrictive practices against people with disability. • The NSW Government is carefully considering the best method and legislative framework for achieving this. • People with disability and other stakeholders will be consulted should the NSW Government decide to pursue a legislative framework. • It is important that solutions take account of the context and existing operating systems in each different setting. |






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| 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 | Linked to Safety Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | <p>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> | <ul style="list-style-type: none">• Number of disability abuse prevention Collaboratives.• Number of LGAs in which Collaboratives are established. | <p> Ongoing</p> <ul style="list-style-type: none">• The Ageing & Disability Commission has established an additional abuse prevention Collaborative in regional NSW that includes a focus on people with disability.• This abuse prevention Collaborative in Griffith LGA is targeted at both people with disability and older people and will provide a pilot of this form of Collaborative.• The disability abuse prevention Collaborative in Canterbury-Bankstown LGA continues to operate.• The ADC continues to explore opportunities to increase the number of disability abuse prevention (or combined) Collaboratives in NSW. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm. | | | | |
| 1.1 | 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. | Introduce a Child Protection Bill to provide the foundations to progress future reform of the child and family service system and to advance self-determination, aligning with the Roadmap for Reform which is the Victorian Government's blueprint for transforming the child and family system from crisis response to earlier intervention and prevention; and Wungurilwil Gapgapduir: Aboriginal Children and Families Agreement, through measures that enhance the system's management of risk for all children at risk including those children with disability. | <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. | <div>■ Completed in past period</div> Completed in 2022–2023 |
| 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 | Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. Linked to Policy Priority Safety, Rights and Justice 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none"> Amendments completed to the <i>Disability Act 2006 (Vic)</i>. | <div>■ Completed in past period</div> Completed in 2022–2023 |



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| 2.2 | Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Participate in the NDIS Quality and Safeguarding Framework Review. | <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. |  Completed in past period Completed in 2022–2023 |
| 2.3 | Linked to Policy Priority Safety, Rights and justice 4: The rights of people with disability are promoted, upheld and protected. | Social Services Regulation Reform completed. | <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. |  Completed in period <ul style="list-style-type: none">A strengthened regulatory framework established under the Social Services Regulation Act 2021 for social services, including disability services regulated under the Victorian Disability Act, commenced on 1 July 2024.The framework focuses on service user safety, agency and dignity, and establishes a new independent regulator, the Social Services Regulator, with greater compliance and enforcement tools.All disability services registered with the Department of Families Fairness and Housing had their registration transferred to the Social Services Regulator on 1 July 2024.Disability Services funded by the Transport Accident Commission or WorkSafe will be required to submit their application to register with the Regulator by June 2025. |
| 2.4 | Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Continued implementation of the Disability Worker Regulation Scheme, including a voluntary worker registration scheme and mandatory obligations that apply to all unregistered disability workers. | <ul style="list-style-type: none">Registration scheme implemented. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.5 | Linked Policy Priority Safety Rights and Justice 4: The rights of people with disability are promoted, upheld and protected. | Continued delivery of the NDIS worker screening check in Victoria. | <ul style="list-style-type: none"> Number of workers screened. | <div>Completed in period</div> <ul style="list-style-type: none"> 69,902 workers were screened in the 2023–2024 reporting period. |
| 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 | 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. | 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. | <ul style="list-style-type: none"> Number of clients supported. | <div>Completed in period</div> <ul style="list-style-type: none"> In 2023–24, the Victorian Disability Advocacy Program exceeded a target of delivering individual advocacy to 2,500 unique clients, by providing advocacy to 2,782 individual clients. The program has strong representation of people with intellectual and cognitive disability, including people with acquired brain injuries; and parents with intellectual disability. Areas of high service demand for people with intellectual disability include education, NDIS equity and access, employment and personal safety. |
| 3.2 | Linked to Policy Priority Health and Wellbeing 1: All health service providers have the capabilities to meet the needs of people with disability. | 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. | <ul style="list-style-type: none"> Number of clients supported. | <div>Completed in past period</div> <p>Completed in 2022–2023</p> |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.3 | Linked to Policy Priority Safety, Rights and Justice 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none"> Number of clients supported, and brokerage funding acquitted. | <div></div> Completed in past period Completed in 2022–2023 |
| 3.4 | Linked to Safety, Rights and Justice Policy Priority 5: People with disability have equal access to justice. | 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). | <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. | <div></div> Completed in period <ul style="list-style-type: none"> The Disability Advice and Response Team (DART) was established in 2023, Operating across 5 children's courts including 2 Koori courts in metropolitan Melbourne, DART is being delivered by a non-government disability organisation in partnership with an Aboriginal Community Controlled Organisation. DART continues to assist the court to consider making reasonable adjustments to court processes in response to access needs of a young person; support those representing, adjudicating or supporting the young person with disability at court to understand their disability related support needs. |



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| 3.5 | 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. | 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. | <ul style="list-style-type: none"> Resources and services developed within the Victorian Justice better meet the access needs of people with disability. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> Eleven Forums were held between 2021–2023. 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. Due to a departmental restructure no future forums have been scheduled. |
| 3.6 | 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. | 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. | <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. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> In Youth Justice, the Disability Advisory team continue to facilitate disability awareness training to: <ul style="list-style-type: none"> support the early identification of disability; provide clinical consults to support use of effective and tailored approaches to responsivity needs of a YP with disability; liaise with Justice Health to build disability inclusion capacity within health services in custody; support service engagement including access to the NDIS |



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| Objective 4: Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | 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. | <p>Implement initiatives to strengthen disability support services for people in custody and improve custodial staff understanding of behaviours and responses:</p> <ul style="list-style-type: none"> • Embed the Disability and Complex Needs Service at the Dame Phyllis Frost Centre (women's prison). The 2021–22 State Budget includes \$1.2 million over three years to extend the service until June 2024. • Implement the system-wide Prison Disability Support Initiative (PDSI). Funding of \$2.46m allocated in the 2020–21 State Budget has enabled the establishment of the PDSI across all prisons to June 2022. | <ul style="list-style-type: none"> • Increased confidence in responding to people in prison with a disability, particularly cognitive impairment. | <p> Completed in period</p> <ul style="list-style-type: none"> • The Prison Disability Support Initiative continues to support people with disabilities in custody, and disability awareness e-learning is available to all staff. |
| 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 | Linked Policy Priority Safety Rights and Justice 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none"> • Number of clients supported. | <p> Completed in period</p> <ul style="list-style-type: none"> • In 2023–24, the Victorian Disability Advocacy Program exceeded a target of individual advocacy to 2,500 unique clients, by providing advocacy to 2,782 individual clients. • The program has also supported a range of self advocacy activities, primarily through the Self Advocacy Resource Unit (SARU), but also through funded agencies including Brain Injury Matters and Reinforce. • Self advocates have also worked with SARU to provide input into a theory of change for the Victorian Disability Advocacy Program that will support finalisation of an outcomes measurement approach in the second half of 2024. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm. | | | | |
| 1.1 | 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. | Complete implementation of <i>Queensland's plan to respond to domestic and family violence against people with disability</i> (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. | <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. | <div>Completed in past period</div> <div>Completed in 2021–2022</div> |
| 1.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none"> Appropriate referrals are made and action taken whenever risk of harm is identified. | <div>Completed in period</div> <ul style="list-style-type: none"> Departmental policy has been reviewed and updates are being progressed to reflect Machinery-of-Government changes. |



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| 1.3 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none">• Agreements with funded services require appropriate policies and procedures and providers' compliance is monitored through regular reporting. | <div><div></div> Completed in period<ul style="list-style-type: none">• All service agreements require funded services to meet Human Services Quality Framework (HSQF) standards which include requirements about preventing and responding to harm for all clients including some specific to people with disability.• Services are also required to undergo periodic audits of compliance.</div> |
| 1.4 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none">• Worker screening systems exclude unsuitable people from working or volunteering with people with disability. | <div><div></div> Completed in past period Completed in 2021–2–22</div> |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.5 | Linked to Safety, Rights and Justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | Implement new and continuing initiatives under the whole-of-Government <i>Prevent. Support. Believe. Queensland's Framework to address Sexual Violence – Action Plan 2021–22</i> , including strategies to prevent sexual violence through strengthening the capacity of workplaces and institutions to prevent sexual violence, and implementing targeted prevention and early intervention activities tailored for and designed by specific population groups (Priority 1: Prevention). | <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. | <div><div></div> Completed in past period Completed in 2022–2023</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Participating in the review of the NDIS Quality and Safeguarding Framework. | <ul style="list-style-type: none">• A refreshed framework considers the need for proportionate and appropriate regulation. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• Queensland continues to contribute to the work led by the Commonwealth (through the Department of Social Services).• Implications for worker screening through national reform as per action 2.2. |
| 2.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Continuing to work with the Commonwealth to explore opportunities to streamline regulatory approaches across care sectors. | <ul style="list-style-type: none">• Identifiable reduction in the level of duplicate regulation. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• Queensland continues to support consideration of a streamlined approach to worker screening across care sectors, including a proposed intergovernmental agreement on aged care worker screening. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | 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. | 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). | <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. |  Completed in past period Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.2 | Linked to Safety, rights and justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | House people with disability who are in crisis and transition them into longer term housing with on-site or mobile support. | <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. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> • Annual (2023–24) data from AIHW Specialist Homelessness Services Collection will be available in October 2024. • At 31 March 2024: <ul style="list-style-type: none"> ◦ 959 clients assisted by Specialist Homelessness Services (SHS) self-identified they live with disability. ◦ Of these, 222 clients were assisted with short-term/emergency accommodation. ◦ 1,637 clients assisted by SHS self-identified they were NDIS recipients. ◦ Of these, 455 clients were provided with short-term/emergency accommodation. • The Department of Housing, Local Government, Planning and Public Works (DHLGPPW) aims to design social housing that supports and improves the lives of people with a diverse range of needs. • The DHLGPPW aims for 50 per cent of new social housing to be built to the Gold or Platinum level under the Social Housing Design standards, making them suitable for people with disability or seniors with mobility needs. • DHLGPPW is currently exceeding this target, with more than 60 per cent of new social housing built to Gold or Platinum level since the commencement of the Strategy. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.3 | 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. | 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. | <ul style="list-style-type: none"> Safety initiatives options explored and where deemed feasible implemented. | <div></div> Ongoing <ul style="list-style-type: none"> The Queensland Corrective Services Disability Strategy is Due to be published early in the 2024–25 financial year. This action has been considered throughout the development of the Disability Strategy and is incorporated into its identified priorities, initiatives and outcomes and will be considered as part of integrating the Strategy into practice. |
| 3.4 | 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. | 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. | <ul style="list-style-type: none"> Strategy endorsed and published. | <div></div> Ongoing <ul style="list-style-type: none"> The Queensland Corrective Services (QCS) Disability Strategy is Due to be published early in the 2024–25 financial year. The Strategy places QCS in a proactive position to implement relevant recommendations of the Disability Royal Commission, and the NDIS Review final reports. The QCS Mental Health Strategy 2022–2027 was finalised and published in December 2022. |
| 3.5 | Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | 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. | <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. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.6 | Linked to Safety, Rights and Justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | 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. | <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. | <div>Completed in period</div> <ul style="list-style-type: none"> Domestic, Family Violence and Vulnerable Persons Units (DFVVPUs) have been established in all 15 Police Districts with OIC positions being created/filled in Mount Isa, Mackay, Dalby and Capricornia. QPS provide disability training to officers in all DFVVPUs. The 2023–24 period has seen a significant increase in number of referrals with disability indicators almost doubling to 6,506. |
| Objective 4: Reduce and eliminate the use of restrictive practices in all government service systems | | | | |
| 4.1 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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: <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. | <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. | <div>Ongoing</div> <ul style="list-style-type: none"> Work continues on the development of a draft policy, supporting guideline and resources to support Queensland Health's commitment to the reduction and elimination of restrictive practices in Queensland Health settings (where safe and possible). Preliminary work has commenced on a training program. Recommendations of the Disability Royal Commission and the NDIS Review Final Reports are being considered throughout the development of this work. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none"> Reviewed is completed and recommendations considered by Government. | <div>Completed in period</div> <ul style="list-style-type: none"> On 14 June 2024, the Disability Services (Restrictive Practices) and Other Legislation Amendment Bill 2024 was introduced into Queensland's legislative assembly. If passed, the Bill will implement the outcomes of the positive behaviour support and restrictive practices review, to reform Queensland's authorisation framework for restrictive practices used in NDIS and state funded specialist disability support services. |
| 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 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | <p>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> | <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. | <div>Completed in past period</div> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm. | | | | |
| 1.1 | 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. | 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. | <ul style="list-style-type: none"> Feedback opportunities. | <div> Ongoing </div> <ul style="list-style-type: none"> Opportunities for people with disability and disability service providers to provide feedback and/or complaints included via: <ul style="list-style-type: none"> telephone, SMS Assist, face to face at police stations and the internet. Internal and external stakeholders can contribute to diversity and inclusion plans. Development of an online 'Think Tank' tool is in progress to enable direct consultation with WA Police Force employees regarding diversity, equity and inclusion matters. |
| 1.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none"> Number of presentations to the Royal Commission. | <div> Completed in past period </div> Completed in 2022–2023 |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Quality and safeguarding Implement the authorisation of restrictive practices processes to encourage the reduction/elimination of the use of restrictive practices. | <ul style="list-style-type: none">Progress of implementation. |  Completed in past period Completed in 2022–2023 |
| 2.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none">Implementation of pre-employment screens. |  Completed in past period Completed in 2022–2023 |
| 2.3 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | All together for one 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. | <ul style="list-style-type: none">Reform areas identified. |  Ongoing <ul style="list-style-type: none">Consultations to support legislative reform of the <i>Disability Services Act 1993</i> was undertaken between March and October 2023.The development of new legislation is progressing, informed by the consultations.On 4 December 2023, the Minister for Education announced the commitment to review the School Education Act 1999 (WA) to better safeguard students with disability and to strengthen across, inclusion and services across the public education system. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.4 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Improving the Guardianship and Administration Act 1990 (WA) 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. | <ul style="list-style-type: none"> Number of amendments. | <div></div> Ongoing <ul style="list-style-type: none"> Review of the <i>Guardianship and Administration Act 1990 (WA)</i> has been referred to the Law Reform Commission of WA – Project 114 <u>Project 114 – Guardianship and Administration (www.wa.gov.au)</u> The scope of reform has been expanded from the original 2015 review following recommendations of the Disability Royal Commission and other law reform developments. The final report is Due to Government by 1 April 2025. |
| 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 | 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. | Accessible refuge accommodation and support Women with disability to be supported as needed by two new accessible family and domestic violence refuges. The services provide a safe, supportive space for women and their families escaping domestic violence: and provide information on a range of issues such as housing, income, family court matters, and restraining orders. | <ul style="list-style-type: none"> Implementation of program. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Positive Behaviour Support Practitioners Increase the number of qualified Positive Behaviour Support Practitioners available in WA to develop positive behaviour plans, to support people with complex needs. | <ul style="list-style-type: none">Number of qualified practitioners |  Completed in past period Completed in 2022–2023 |
| 3.3 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Support for victims of crime Investigate opportunities to better identify and support victims of crime who have a disability. | <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. |  Ongoing <ul style="list-style-type: none">In July 2023, the development of a draft Victim Strategy was completed.Department of Justice established a Victims of Crime Reference Group (with representatives from victim community appointed as members) and engagement for feedback will commence in July 2024.To raise awareness of the National Redress Scheme and increase disability access, a workshop for disability service providers will be held mid-year 2024. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4: Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Keep people with disability safe 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. | <ul style="list-style-type: none">Program implemented. | <div><div></div> Ongoing<ul style="list-style-type: none">A legislative model for the authorisation of restrictive practices informed by community and government consultation as well as analysis of other jurisdiction models is in the late stages of development</div> |
| 4.2 | 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. | Learning, wellbeing and positive behaviour Further build the capacity of schools to create safe and supportive learning environments that focus on student learning, wellbeing and positive behaviour support in order to minimise, or eliminate, restrictive practices. | <ul style="list-style-type: none">Capacity support provided. | <div><div></div> Completed in period<ul style="list-style-type: none">The revised Behaviour in Public Schools policy, Section 3.2.5 requires principals to establish case management processes, minimise the use of restrictive practices and prohibit the use of protective isolation in confined spaces.Resources were developed to support schools with the Policy implementation, that includes manifestation of disability, students with multiple and complex needs, trauma informed practice, and restorative approaches.</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm. | | | | |
| 1.1 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | 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. | <ul style="list-style-type: none"> Research is facilitated, which responds to women's complex custody needs. | <div> Ongoing </div> <ul style="list-style-type: none"> The Department for Correctional Services have drafted recommendations regarding principles of a complex needs response for women at Adelaide Women's Prison, for women who are exhibiting poor emotional regulation, risky behaviour and/or poor functioning. These principles will inform the ongoing approach within the site and future developments. |
| 1.2 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none"> Disability Royal Commission Working Group established with impacted government entities. | <div> Completed in past period </div> <p>Completed in 2021–2022</p> |
| Objective 2: Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm. | | | | |
| 2.1 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none"> Training reviewed and enhanced. Number of employees undertaking training. Number of volunteers undertaking training. | <div> Ongoing </div> <ul style="list-style-type: none"> From the development of the SA Police Disability Access and Inclusion Plan 2020–2024, it was identified greater understanding was required by staff when engaging with people with disability. In response, Autism and Neurodivergence in the Workplace workshops are being offered to staff by the Diversity and Inclusion Branch. SA Police continue work to broaden disability awareness through ongoing training and workshops. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Undertake a review of the operation of the <i>Disability Inclusion Act 2018</i> . | <ul style="list-style-type: none"> Review completed. | <div></div> Completed in past period Completed in 2022–2023 |
| 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 | 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. | Improve liveability of our housing by ensuring SAHT Universal Design Criteria is applied to at least 75% of new social housing construction. | <ul style="list-style-type: none"> Number of new properties developed to SAHT Universal Housing design criteria per annum. | <div></div> Ongoing <ul style="list-style-type: none"> The South Australian Housing Trust has adopted Livable Housing Design Standard for new dwellings. Silver Level of the guidelines are being used for the Trust's new builds including: <ul style="list-style-type: none"> 437 new builds delivered through the Public Housing Improvement Program. This commitment will continue for all future public housing homes. |
| 3.2 | 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. | 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. | <ul style="list-style-type: none"> Number of modifications completed. | <div></div> Ongoing <ul style="list-style-type: none"> Property modifications are demand-driven (by tenant application). 1,521 public housing properties had at least one disability modification undertaken in the 2023–2024 reporting period. SA Housing Trust will continue to undertake disability home modifications as requested by tenants. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.3 | Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | 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. | <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. | <div>Completed in period</div> <ul style="list-style-type: none"> SA Housing Trust customer services staff continue to refer customers to external disability support services and provide information on local disability resources as part of their regular operations and processes. |
| 3.4 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Develop Disability Impact Guidelines for SA Housing staff to use when undertaking major policy and program reviews. | <ul style="list-style-type: none"> Disability Impact Guidelines developed and implemented. | <div>Discontinued</div> <ul style="list-style-type: none"> The development of the Disability Impact Guidelines is contingent upon the revised State Disability Inclusion Plan, anticipated to be released early 2025. |
| 3.5 | Linked to Inclusive Homes and Communities Policy Priority 6: Information and communication systems are accessible, reliable and responsive. | Investigate options to develop information sheets in Easy Read format to accompany key Housing SA information (e.g. Tenancy Agreement Information). | <ul style="list-style-type: none"> Key information sheets developed in Easy Read format. | <div>Completed in past period</div> <p>Completed in 2021–2022</p> |
| 3.6 | 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. | 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. | <ul style="list-style-type: none"> Number of appointments attended by the canine companion. Number of victims and witnesses supported. | <div>Completed in past period</div> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.7 | Linked to Inclusive Homes and Communities Policy Priority 4: The built and natural environment is accessible. | Capital works projects ensure consideration of the following, with regards to future projects: <ul style="list-style-type: none"> Ramps, disability accessible showers in a safe area. Building design factors in legislative requirements but also unique features for the prisoner cohort, via consultation with allied health experts (i.e., Occupational Therapists). | <ul style="list-style-type: none"> New capital works/ buildings consider disability needs of the prisoner cohort. | <div></div> Completed in past period Completed in 2021–2022 |
| 3.8 | Linked to Inclusive Homes and Communities Policy Priority 6: Information and communication systems are accessible, reliable and responsive. | Provide accessible information on SAPOL's websites. | <ul style="list-style-type: none"> Accessibility Review and Implementation Plan developed. Improvements made in line with the Accessibility Review and Implementation Plan. | <div></div> Completed in past period Completed in 2021–2022 |
| 3.9 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none"> New or existing programs and activities involve people with disability. | <div></div> Ongoing <ul style="list-style-type: none"> The Neighbourhood Watch (NHW) Action plan continues to progress and includes the participation of people with disability as a priority group with a focus on inclusion. SA Police will continue to attend the Variety Christmas show to build positive relationships with police and the disability community. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.10 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none"> Technology solutions identified. Technology solutions implemented. | <div>Completed in period</div> <ul style="list-style-type: none"> The SA Police intranet and <u>website</u> was developed to meet the accessibility guideline standards to ensure information is accessible to a broad audience including people with disability. SA Police will continue to monitor and seek feedback to ensure ongoing improvements are made to communication pathways for people with disability. |
| 3.11 | 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. | 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. | <ul style="list-style-type: none"> Updates to Office for Women website. | <div>Completed in period</div> <ul style="list-style-type: none"> DHS Office for Women has continued work under the National Partnership on Family, Domestic and Sexual Responses 2021–2027. This includes ensuring 1.1 FTE of new community workers is dedicated to supporting women with disability and funding a partnership between KWW and Nunga Mi:Minar, Kumunga to provide whole of family responses for Aboriginal families experiencing FDSV. |
| 3.12 | 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. | Implement relevant actions in the Young People Connected, Communities Protected: South Australia's Youth Justice State Plan 2020–23, to ensure children and young people in the youth justice system who have a disability can access the services they require. | <ul style="list-style-type: none"> Enhanced staff training implemented. Increased accessibility of education at Kurlana Tapa Youth Justice Centre. | <div>Completed in past period</div> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4: Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Development and implementation of Restraint and Seclusion in Education and Care Settings procedure by SA Department for Education. | <ul style="list-style-type: none"> Monitoring and review of compliance. | <div></div> Ongoing <ul style="list-style-type: none"> Planned consultation on the procedure was delayed from early 2023–24 to fully consider recommendations from the Disability Royal Commission. This led to some redrafting of the procedure in consultation with internal stakeholders within the Department for Education and external stakeholders occurring in late 2023–24. Work on the procedure continues with the release of the new procedure expected in late 2024. |
| 4.2 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Establish the legislative framework for authorising restrictive practices by NDIS service providers for NDIS participants that provides stronger safeguards and accountability. | <ul style="list-style-type: none"> Commencement of restrictive practices legislation. | <div></div> Completed in past period Completed in 2021–2022 |
| 4.3 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Release best-practice guidelines that sets out how the authorising scheme will operate to reduce the use of restrictive practices. | <ul style="list-style-type: none"> Development and provision of practice guidance. | <div></div> Completed in past period Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.4 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <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. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> Legislation for the South Australian Restrictive Practices Authorisation scheme started in May 2022. Since then, the Restrictive Practices (RP) Unit have overseen decisions about regulated RP for NDIS participants in South Australia, including participants under OPA guardianship. The RP Unit continue to work with participants, guardians, support networks and service providers to reduce and eliminate restrictive practices where possible. |
| 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 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Improve accessibility for people living with disability to connect with existing safeguarding agencies in South Australia. | <ul style="list-style-type: none"> Commenced development of a new safeguarding app for people with disability. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> In May 2022, the South Australian smartphone App, Pavely, was launched to promote social inclusion. Pavely connects people with disability with trusted venues and facilities across South Australia. By providing users with point-in-time data crowdsourced directly from people with disability, Pavely promotes enhanced social inclusion within the community and greater independence. Pavely acts as a natural safeguard by promoting inclusivity, reducing barriers, and fostering an accessible society where people are empowered to make informed choice. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 5.2 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Reduce the barriers faced by young people living with disability and support active participation in decision making. | <ul style="list-style-type: none">DHS' Disability Engagement Group will involve representation from young people with disability. | <div></div> Completed in past period Completed in 2021–2022 |
| 5.3 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <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. | <div></div> Completed in past period Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm. | | | | |
| 1.1 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Participation in national activities that will contribute to the achievement of this objective. | <ul style="list-style-type: none"> Actions are identified as appropriate for the Tasmanian context. | <div> <div></div> Ongoing <ul style="list-style-type: none"> Tasmania has been responsive and will continue to participate in national activities regarding the NDIS Review, the Disability Royal Commission, the Consultation Outcomes of the Tasmanian Disability Services Act 2011 Review and ADS Review and Targeted Action Plans (TAPs). </div> |
| 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 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. | Reviewing the Tasmanian <i>Disability Services Act 2011</i> and harmonising the state legislation with NDIS regulation and definitions will contribute to achieving this objective. Establishment of the Disability Commissioner will contribute to achieving this objective. | <ul style="list-style-type: none"> Legislation enacted. Appointment of the inaugural Disability Commissioner. | <div> <div></div> Ongoing <ul style="list-style-type: none"> The Disability Inclusion and Safeguarding Bill 2024 was tabled in the Tasmanian Parliament in June 2024. The Bill was delayed to ensure alignment with the Final Report of the Disability Royal Commission and NDIS Review, along with the Tasmanian election in March 2024. The Bill has been drafted to ensure interoperability with National legislation and rules. Notably with regard to the authorisation of restrictive practices in line with NDIS rules and definitions. </div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Participation in national activities that will contribute to the achievement of this objective. | <ul style="list-style-type: none">• Actions are identified as appropriate for the Tasmanian context. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• Tasmania is working with the Australian and State and Territory Governments to respond to the NDIS Review and the Disability Royal Commission and progressing the Disability Inclusion and Safeguarding Bill 2024 through Parliament. |
| 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 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Reviewing the Tasmanian <i>Disability Services Act 2011</i> and establishment of the Disability Commissioner will contribute to the achievement of this objective. | <ul style="list-style-type: none">• Legislation enacted.• Appointment of the inaugural Disability Commissioner. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">• The Disability Inclusion and Safeguarding Bill 2024 was tabled in the Tasmanian Parliament in June 2024.• The Bill was delayed to ensure alignment with the Disability Royal Commission and NDIS Review, along with the Tasmanian election in March 2024.• The Bill has been drafted to enhance the human rights of people with disability.• New safeguarding provisions include; the establishment of the Disability Commissioner and elevated role of the Senior Practitioner with regard to authorisation of restrictive practices. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.2 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Participation in national activities that will contribute to the achievement of this objective. | <ul style="list-style-type: none"> Actions are identified as appropriate for the Tasmanian context. | <div> <div></div> Ongoing <ul style="list-style-type: none"> The Tasmanian Government is working with the Australian and State and Territory Governments to respond to the NDIS Review and the Disability Royal Commission. Tasmania Government have tabled the Disability Inclusion and Safeguarding Bill in Parliament. </div> |
| Objective 4: Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | <p>Harmonising state legislation with NDIS regulation and definitions of restrictive practices will contribute to achieving this outcome.</p> <p>Establishment of the Disability Commissioner will contribute to achieving this objective.</p> | <ul style="list-style-type: none"> Legislation enacted. Appointment of the inaugural Disability Commissioner. | <div> <div></div> Ongoing <ul style="list-style-type: none"> The Disability Inclusion and Safeguarding Bill 2024 was tabled in the Tasmanian Parliament in June 2024. The Bill was delayed to ensure alignment with the Disability Royal Commission and NDIS Review, along with the Tasmanian election in March 2024. The role of Commissioner will be established in the Disability Inclusion and Safeguarding Bill 2024 which will be tabled in mid 2024. The Tasmanian Government has committed to having the Disability Commissioner in place by the end of 2024. The Bill has been drafted to ensure interoperability with National legislation and rules. Notably with regard to the authorisation of restrictive practices in line with NDIS rules and definitions. </div> |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 4.2 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Participation in national activities that will contribute to the achievement of this objective. | <ul style="list-style-type: none">• Actions are identified as appropriate for the Tasmanian context. | <div><div></div> Ongoing<ul style="list-style-type: none">• The Disability Inclusion and Safeguarding Bill 2024 has been drafted to ensure interoperability with National legislation and rules.• Notably with regard to the authorisation of restrictive practices in line with NDIS rules and definitions.• The Bill also includes a new planning and reporting regime which will strengthen the Tasmanian Governments commitment to the rights of Tasmanians with disability.</div> |
| 4.3 | Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability. | Develop and implement a contemporary restrictive practice policy aimed at the reduction and/or elimination of restrictive practices across the Tasmanian Health Service system. | <ul style="list-style-type: none">• Policy developed and implemented. | <div><div></div> Completed in past period Completed in 2021–2022</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|--|--|--|
| 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 | Linked to Safety Rights and Justice Policy Priority 4: People with disability have equal access to justice. | The Disability Justice Strategy The Disability Justice Strategy is a ten-year plan which aims to ensure people with disability in the ACT have equal access to justice. It is part of the ACT Government's vision for an inclusive society that gives everyone the chance to participate in community life and leaves no-one behind. | <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"> People with disability are safe and their rights are respected. The ACT has a disability responsive justice system. Change is measured and achieved. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> The First Action Plan for the Disability Justice Strategy is nearing completion. The Second Action Plan was released on 28/8/2024. Annual progress reports are available on the website: Disability Justice Strategy – ACT Government |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | 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. | <ul style="list-style-type: none"> Guardianship legislation is amended. Supported decision-making program is implemented and evaluated. | <div>  Completed in period <ul style="list-style-type: none"> The <i>Guardianship & Management of Property Act 1991</i> was amended in February 2023 to include a further decision-making principle that requires guardians and managers, as far as reasonably practicable, to support the protected person to understand the decision to be made and to participate in the decision-making process and communicate their wishes. The ACT Public Trustee and Guardian team have conducted a project, funded by DSS, to support private guardians to be more aware of their rights and obligations. The ACT Government funded ADACAS to deliver Supported Decision Making action, called The Growing Decision Makers Project. The project has improved the skills of young people with disability to be more confident decision-makers. </div> |
| 2.2 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation. | Offences Against Vulnerable People Legislation Monitor new legislation, the <i>Crimes (Offences Against vulnerable People) Legislation Amendment Bill 2020</i> , to evaluate its effectiveness at protecting people with disability. | <ul style="list-style-type: none"> Review of the Crimes (Offences Against Vulnerable People) Legislation Amendment Act 2020 occurs. | <div>  Completed in past period Completed in 2022–2023 </div> |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.3 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation. | Complaints about abuse, neglect or exploitation of vulnerable Canberrans Continue to implement the ACT Human Rights Commission (HRC) scheme to address complaints related to abuse, neglect or exploitation of a vulnerable person. | <ul style="list-style-type: none"> People with disability are accessing the ACT HRC complaint scheme. | <div></div> Completed in past period Completed in 2022–2023 |
| 2.4 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation. | Human Services Registrar – Risk-responsive oversight of services provided to people with a disability particularly those not registered with the NDIS 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. | <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. | <div></div> Completed in past period Completed in 2022–2023 |
| 2.5 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe from violence, abuse, neglect and exploitation. | Official Visitors for Disability Services 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. | <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. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | 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. | Health Justice Partnership 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. | <ul style="list-style-type: none">• People with disability access Health Justice Partnership program. | <div></div> Completed in past period Completed in 2022–2023 |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.2 | Linked to Safety, Rights and Justice Policy Priority 4: People with disability have equal access to justice. | <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> | <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> Completed in period</p> <ul style="list-style-type: none"> • The First Action Plan for the Disability Justice Strategy is nearing completion. • The Second Action Plan was released on 28/8/2024. • Annual progress reports are available on the website: <u>Disability Justice Strategy – ACT Government</u> |
| 3.3 | Linked to Personal and Community Support Policy Priority 1: People with Disability are able to access supports that meet their needs. | <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> | <ul style="list-style-type: none"> • ISRP program continue to operate and support individuals with complex needs. | <p> Completed in past period</p> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.4 | Linked to Health and Wellbeing Policy Priority 1: All health service providers have the capabilities to meet the needs of people with disability. | ACT Disability Health Strategy Improve access to health services for people with disability in the ACT through the development and implementation of a Disability Health Strategy. | <ul style="list-style-type: none"> Disability Health Strategy is launched. | <div>Completed in period</div> <ul style="list-style-type: none"> The ACT Disability Health Strategy 2024–2033 was launched on the 7 December 2023 along with the First Action Plan 24–26. More information on the content of the plan and its implementation can be found at: ACT Disability Health Strategy – ACT Government |
| 3.5 | 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. | Better Safety Project Trial 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. | <ul style="list-style-type: none"> Better Safety Project is implemented and evaluated. | <div>Completed in period</div> <ul style="list-style-type: none"> A Disability Liaison Officer (DLO) within the Domestic Violence Crisis Service was funded for two years. Additional funding was provided in the 2024–25 ACT Budget to enable the continuation of the role for a further 12 months. |
| 3.6 | 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. | Intermediary Program 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. | <ul style="list-style-type: none"> Intermediary Program continues to operate. | <div>Completed in past period</div> <p>Completed in 2022–2023</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 4: Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | Linked to Safety Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Office of the Senior Practitioner The Office of the Senior Practitioner will continue to work with ACT service providers to implement the principles, framework and enforcement of the <i>Senior Practitioner Act 2018</i> to reduce and eliminate the use of restrictive practices by service providers in the ACT. | <ul style="list-style-type: none">The Senior Practitioner will collect and report on key data on the use of restrictive practices over time. |  Completed in past period Completed in 2022–2023 |
| 4.2 | Linked to Safety Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | The Restrictive Practices Oversight Steering Group Continue the work of the Restrictive Practices Oversight Steering Group which aims to provide strategic policy expertise to guide the implementation of a whole-of-government approach to reducing and eliminating restrictive practices in the ACT, including implementation of the Senior Practitioner's role under the <i>Senior Practitioner Act 2018</i> . | <ul style="list-style-type: none">The Restrictive Practices Oversight Steering Group continue to operate. |  Completed in past period Completed in 2022–2023 |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm. | | | | |
| 1.1 | Linked to Safety, Rights and Justice Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation. Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | Identify a strength-based model that enables a safe and secure environment for people with disability to identify and flag risks of harm. | <ul style="list-style-type: none"> Guidelines for a safe environment for interactions with people with disability and the service system. | <div></div> Completed in past period Completed in 2022–2023 |
| 1.2 | Linked to Safety, Rights and Justice Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | Develop and implement policy, guidelines, and resources to recognise the safety risk factors for people with disability. | <ul style="list-style-type: none"> Guidelines for a safe environment for interactions with people with disability and the service system. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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>Linked to Safety, Rights and Justice</p> <p>Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma.</p> <p>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.</p> | Identify systems to monitor the ongoing interactions of people with disability and existing government agencies. | <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. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> Funding has been secured to commence a multi-disciplinary team (MDT) within the Darwin Correctional Centre and is scheduled to commence on 1 July 2024. 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 provide access to necessary services, including NDIS if appropriate. Data collection from the MDT and their interactions with people with disability will inform future planning for appropriate policies and procedures as required. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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>Linked to Safety, Rights and Justice</p> <p>Policy Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation</p> <p>Policy Priority 5: People with disability have equal access to justice.</p> | Improve interagency sharing of information to support the 'no wrong door' approach to the government service system. | <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> Ongoing</p> <ul style="list-style-type: none"> Action Plan 2 under the NT Government's 10-year Domestic, Family and Sexual Violence Reduction Framework is to review the NT Domestic and Family Violence Risk Assessment and Management Framework (RAMF), including: <ul style="list-style-type: none"> Assessing the RAMF against emerging evidence, across both information sharing entities (ISEs) and non-ISEs; Considering commitments in the RAMF to develop guidance for victim survivors from culturally and linguistically diverse backgrounds; LGBTQIA+ people; seniors; and people with disability. Making recommendations to enhance implementation. This review is expected to commence in late 2024. |
| 3.2 | <p>Linked to Safety, Rights and Justice Policy</p> <p>Priority 1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation.</p> | Develop and implement a strength based Northern Territory Disability Strategy. | <ul style="list-style-type: none"> Action items in the NT Disability Strategy focused on reducing the risk of harm to people with disability. | <p> Completed in past period</p> <p>Completed in 2021–2022</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 3.3 | Linked to Safety, Rights and Justice Policy Priority 5: People with disability have equal access to justice. | Review and update the <i>Disability Services Act</i> 1993. | <ul style="list-style-type: none"> Legislative changes are ratified. | <div> <div></div> Ongoing <ul style="list-style-type: none"> Northern Territory Government noted the broadened scope of the <i>Disability Services Act</i> 1993 review and the review's pause until findings from the Disability Royal Commission and NDIS Review are formally accepted. This pause will enable findings to be considered as part of the review of the Act. A working group for the review of the Act will be established with members from the Department of People, Sport and Culture, formerly Department of Territory Families, Housing and Communities and NT Health. </div> |
| Objective 4: Reduce and eliminate the use of restrictive practices in all government service systems. | | | | |
| 4.1 | Linked to Safety, Rights and Justice Policy Priority 4: The rights of people with disability are promoted, upheld and protected. | Reduce restrictive practices in schools by: <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. | <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. | <div> <div></div> Ongoing <ul style="list-style-type: none"> Draft guidelines have been developed and consultation is occurring. Policy will be aligned with the recommendations of the Disability Royal Commission and training introduced in 2025. </div> |



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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| 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 | 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. | 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. | <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> Completed in period</p> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> The Australian Institute for Disaster Resilience (AIDR) has completed its production of the Disability Inclusion and Disasters Knowledge Hub collection – <u>Disability inclusion and disasters collection Knowledge Hub (aidr.org.au)</u>. The collection is available publicly and includes resources that enhance awareness and support disability inclusion across the emergency management continuum. The Knowledge Hub is a live resource that AIDR will continue to add to with other relevant information and resources as required. AIDR is also currently under contract to continuously review its Handbook Collection, including to ensure a focus on disability inclusion. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.2 | 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. | <p>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> | <ul style="list-style-type: none">• Head Data Sharing Agreements are signed.• Emergency Management related Schedules are signed. | <p> Ongoing</p> <p>National Disability Insurance Agency</p> <ul style="list-style-type: none">• NDIA has an established process in place to provide all states and territories with identified NDIS participant data during an emergency or imminent emergency.• Additional conversations with state and territory government departments around requesting data during emergency management and to progress formal data sharing schedules have commenced.• This will assist in the preparation of emergency management plans and response by helping to establish a process to identify the location and needs of vulnerable NDIS participants during an emergency or imminent emergency. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | 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. | <p>The National Disability Insurance Agency (NDIA) will be able to:</p> <ul style="list-style-type: none">• Offer feedback (when requested) on state emergency planning documentation (but will not be an owner of the document or process).• Assist with promotion of relevant state emergency planning documentation to the sector as requested, and support local NDIA staff to participate in EM planning forums such as Municipal Emergency Management Planning Committees.• Nominate a senior liaison to participate in and contribute advice to state-run emergency management bodies in the event of an emergency. | <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> Ongoing</p> <p>National Disability Insurance Agency</p> <ul style="list-style-type: none">• NDIA has so far met with representatives from New South Wales, South Australia, Victoria and Tasmania to contribute agency expertise to their emergency management planning.• NDIA is working with the National Emergency Management Agency (NEMA) to align National emergency planning and the inclusion of disability and accessibility.• Two senior liaison personnel from NDIA have been appointed and will participate in and provide advice to state-run emergency events.• NDIA continues to work with DSS and Department of Health and Aged Care on responses to the COVID–19 pandemic and funds supports to help participants manage their risk of serious illness. <p><i>Note: states and territories own the emergency management plans, NDIA provides expert advice.</i></p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.4 | 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. | 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. | <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 | <div><div></div> Ongoing</div> <p>Department of Health and Aged Care</p> <ul style="list-style-type: none">• The Department is reviewing the suite of national health emergency plans while awaiting the outcomes of the COVID Inquiry and the release of the new Australian Government Crisis Management Framework.• The Department is developing an overarching, contemporary, national health emergency response plan that will guide the Australian response to health emergencies of national significance, and articulate repeatable essential emergency response functions irrespective of the hazard that causes the emergency.• The plan will include guiding principles for emergency response that acknowledges community at the core of response and the particular needs of vulnerable and disadvantaged Australians.• The Department and the COVID–19 Disability Advisory Committee also participated in the Government's COVID–19 Response Inquiry.• In particular, the report on the lessons learned by the COVID–19 Disability Advisory Committee about the pandemic response was shared with the Inquiry – <u>Lessons learned during the COVID–19 pandemic (health.gov.au)</u> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.5 | 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. | 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. | <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. | <div><div></div> Ongoing</div> <p>Department of Health and Aged Care</p> <ul style="list-style-type: none">As part of the review of the suite of national health emergency plans, the Department is looking to underpin the overarching national plan with subsidiary plans and tools to manage the range of consequences that may arise in a national health emergency.The Department's planning and preparedness efforts acknowledge the Australian context and its population and vulnerabilities to ensure continuity and consistency of quality public health services |
| 1.6 | 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. | 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 | <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. | <div><div></div> Ongoing</div> <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 Committee may be used to achieve definitional consistency across public health orders. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | 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. | <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> | <ul style="list-style-type: none">• Governments have the capability to deliver automated telephone warning messages via landline telephone in addition to written (text) telephony-based warnings.• 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. | <div><div></div> Completed in past period</div> <p>National Emergency Management Agency Completed in 2021–2022</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | 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. | All reviews and upgrades of national emergency warning systems, including telephony-based warning systems will be informed by people with disability. | <ul style="list-style-type: none"> Disability advocacy groups will be engaged during the build of the NMS. | <div>■ Ongoing</div> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> The National Emergency Management Agency (NEMA) has undertaken a policy analysis of accessibility barriers and potential mitigations that can promote equitable access to telephony-based warnings by all Australians. This platform will inform NEMA engagement with state and territory emergency service organisations and disability advocacy groups, as we identify National Messaging System enhancement opportunities under a Strategic Roadmap which will operate until 2026–27. |
| 2.3 | 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. | <p>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> | <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. | <div>■ Completed in period</div> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> NEMA's Evaluation Strategy 2023–26 has been finalised to embed a culture of evaluation and learning from experience to underpin evidence-based policies, programs and initiatives. The implementation plan for the Strategy includes activities such as developing specific interview guidance for data collection from communities disproportionately impacted by disasters, including people with disability. The evaluation team is continually gaining evidence-based insights to inform program and policy decisions by using: <ul style="list-style-type: none"> monitoring performance and health checks evaluations lessons management |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.4 | 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. | 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. | <ul style="list-style-type: none">• Statements made within the National Emergency Management Agency's work, references ongoing its commitment to disability inclusion. | <p>Completed in period</p> <p>National Emergency Management Agency</p> <ul style="list-style-type: none">• NEMA maintains its commitment to reference and promote disability inclusion in emergency management internally and externally.• NEMA's initiatives include, but are not limited to:<ul style="list-style-type: none">◦ Delivery of the Disability Inclusive Emergency Management project to provide practical guidance to all levels of government on how to make emergency management more inclusive of people with disability.◦ Invitation to the NDIA and the NDIS Quality and Safeguards Commission to relevant National Coordination Mechanism (NCM) meetings to provide situational awareness and the opportunity to contribute to crisis consequence management.◦ The 2023–24 Higher Risk Weather Season (HRWS) National Preparedness Summit, where one of the sessions was focussed specifically on the needs of people with disability and at risk communities. NEMA also hosted a targeted 2023–24 HRWS Briefing to the disability sector.◦ Continued uplift of agency communications to be more inclusive |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.5 | 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. | 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. | <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. | <div> Ongoing </div> <p>National Emergency Management Agency</p> <ul style="list-style-type: none"> Based on the Disability Inclusive Disaster Risk Reduction (DIDRR) Scoping Study, NEMA continues to work with the University of Sydney to deliver a set of Disability Inclusive Emergency Management (DIEM) National Principles and an Action Guide to operationalise planning and practices across all levels of government. These are expected to be delivered in late 2024. |
| 2.6 | 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. | 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>Planning for future health emergencies should include focus on:</p> <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. | <div> Ongoing </div> <p>Department of Health and Aged Care</p> <ul style="list-style-type: none"> The COVID–19 Disability Advisory Committee and the Disability and Health Sector Consultation Committee informed the health response to COVID–19 for people with disability during 2023–24, including actions to support people with intellectual disability. The COVID–19 Disability Advisory Committee provided advice to inform the establishment of an Australian Centre for Disease Control (Australian CDC) that is inclusive for people with disability. Health equity is part of the strategic intent of the interim Australian CDC that was established in 2024 to improve public health emergency response. Design of the Australian CDC will also be informed by findings from the independent inquiry into Australia’s response to the COVID–19 pandemic, which are Due in September 2024. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.7 | 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. | 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. | <ul style="list-style-type: none">Policy guidance on National Medical Stockpile addresses access to PPE for disability support workers. | <div><div></div> Ongoing</div> <p>Department of Health and Aged Care</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.The Department of Social Services now manages PPE access for NDIS providers and self-managed-participants. |

New South Wales – Emergency Management



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability. | | | | |
| 1.1 | Linked with Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | 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). 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. | <ul style="list-style-type: none"> • Contacts made per emergency incident. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> • NSW has completed the initial phase of work with Sydney University and key partners through a range of workshops. • This partnership is informing the development of resources to support people with disability in high-risk settings needing support in emergency situations. • NSW will continue to further develop the state's capacity to effectively respond to emergencies in a manner that is inclusive of people with disability. |
| 1.2 | Linked with Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | 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. 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. | <ul style="list-style-type: none"> • Helpline call and supports reported. | <div> <div></div> Completed in period </div> <ul style="list-style-type: none"> • All Covid–19 queues within the Service NSW Contact Centre have been decommissioned. • This is following the decommission of the RAT Registration portal on 30 September 2023 and Due to low demand/customer need. • Customers can still make enquiries via the Service NSW Contact Centre on 13 77 88. • Disability awareness training including the Hidden Disabilities Sunflower program is part of the Service NSW new starter mandatory training curriculum and is available ongoing to all staff. |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | Linked to Safety Policy Priority 2: Policies, processes and programs provide better responses to people with disability who have experienced trauma. | 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). | <ul style="list-style-type: none"> Forum conducted. | <div></div> Completed in past period Completed in 2022–2023 |
| 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 | Linked with Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | <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> | <ul style="list-style-type: none"> Annual reporting. | <div></div> Completed in period <ul style="list-style-type: none"> Resources for people with disability are being rolled out across the disaster welfare workforce. Expansion of this workforce has also allowed evacuation centres to be better staffed to quickly identify people with additional needs and refer them to appropriate services and accessible emergency accommodation options, if needed. Since the wind up of Resilience NSW the NSW Reconstruction Authority's State Disaster Mitigation Plan specifically includes development of a Disability Inclusive Disaster Risk Reduction (DIDRR) Policy and relevant tools to reduce impacts on these communities. Disaster Welfare is also working in collaboration with the Ageing and Disability Commission and the Premiers Department to host a forum later in 2024, with peak disability bodies and emergency management agencies to look at strategies and plans to reduce the impacts of emergencies on people with disability and enhancing their preparedness plans. |




| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability. | | | | |
| 1.1 | 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. | <p>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. <p>Cannot identify personal or community support networks to help them in an emergency.</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>Completed in period</p> <ul style="list-style-type: none"> The Vulnerable Persons Register supports the planning and response to emergencies for Victorian who are most at risk in emergencies, the VPR guidelines support agencies and local government to plan with individuals and ensure effective supports are in place. In addition to the VPR the department has developed the Victorian Emergency Management Planning Toolkit (the Planning Toolkit) for People Most at Risk, this is published on the Emergency Management Victoria website: Victorian Emergency Management Planning Toolkit for People Most at Risk Emergency Management Victoria (emv.vic.gov.au) It aims to support shifting Victoria's emergency management planning to be more dynamic and situation-based, with a focus on people who are most at risk in specific circumstances. This Planning Toolkit has been co-designed with a range of stakeholders and emergency management experts to be used flexibly, taking an 'all hazards, all emergencies' approach to emergency planning. |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.2 | 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. | Accessible communications during emergencies 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. Funding: \$1.403m over 4 years for this initiative including \$0.338m in 2021/22 through the 2021–22 State budget. | <ul style="list-style-type: none"> Greater access to targeted and accessible information for people with disability during emergencies. |  Completed in past period Completed in 2022–2023 |
| 1.3 | 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. | Police When planning evacuations, Victoria Police considers high-risk communities, including people with disability. | <ul style="list-style-type: none"> Plans include appropriate supports for people with disability. |  Completed in period <ul style="list-style-type: none"> 1,172 Sergeants and Senior Sergeants are currently qualified in Evacuation Management. Training includes sessions on the Vulnerable Persons Register (VPR) and vulnerable persons during an emergency. 1,078 VicPol staff have current access to the VPR. Updates to the ANZPAA Education and Training Guidelines identified the need for ‘vulnerable members of the community’ and ‘persons at risk during an emergency’ to be covered on the VPR. This clarifies the distinction between persons considered vulnerable to harm and persons who require special consideration Due to an incident or emergency event. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | 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. | Health Sector 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. 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. Funding: The Victorian Government has provided \$1.6m for 12 months in 2021–22 state budget. | <ul style="list-style-type: none">Number of people with disability assisted through the program. |  Completed in past period Completed in 2022–2023 |

Queensland – Emergency Management



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability. | | | | |
| 1.1 | 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. | 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. | <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. | <div>  Completed in period </div> <ul style="list-style-type: none"> Australian Warning System (AWS) implementation in Queensland was completed in November 2023. Queensland Fire and Emergency Services (QFES) engaged people with disability to ensure warning products met their needs. Warning templates meet the clear, explicit, translatable language requirements outlined in Inspector-General of Emergency Management South East Queensland Rainfall and Flooding Review. QFES led a campaign to increase awareness of the AWS. |
| 1.2 | 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. | 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. | <ul style="list-style-type: none"> Percentage of new human and social recovery plans that are inclusive of people with disability. | <div>  Completed in past period </div> <p>Completed in 2021–2022</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | 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. | Maintain involvement in the National Disability Insurance Scheme After Hours Crisis Referral service as part of its Exceptionally Complex Support Needs Program. | <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. | <div>Completed in period</div> <ul style="list-style-type: none"> Between 1 July 2023 and 23 June 2024, 162 after-hours crisis referrals were accepted in Queensland. Queensland Police Service will become an approved referrer, in line with other jurisdictions. Promotion of the AHCRS to QPS members will commence early in the new financial year. |
| 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 | 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. | 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. | <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. | <div>Ongoing</div> <ul style="list-style-type: none"> Due to Queensland's Disaster Management Arrangements 2023 Review and Disaster and Emergency Services Reforms, responsibility will transition to the Queensland Reconstruction Authority from 1 July 2024 and implementation will continue. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | Linked to Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs. | 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. | <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. | <div></div> Completed in past period Completed in 2021–2022 |
| 2.3 | 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. | Human and Social Recovery Groups include representatives or have mechanisms to engage representatives of people with disability in human and social recovery planning processes. | <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. | <div></div> Completed in past period Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability. | | | | |
| 1.1 | 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. | Review Preparedness Plans with Disability Sector Ensure that the needs of people with disability are addressed in the event of an emergency. | <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. | <div> Ongoing </div> <ul style="list-style-type: none"> Local Emergency Relief and Support Plan review was commenced. Advice provided to local governments on specific arrangements for evacuation of at-risk groups in the Local Emergency Management Arrangements. Members of local emergency management committees meet quarterly to review ongoing local emergency management arrangements. |
| 1.2 | 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. | Engage with Disability Sector in Emergency Planning and Preparedness and in Review Post emergency. | <ul style="list-style-type: none"> Level of engagement with disability sector through Emergency Management Stakeholder Forums and at post-emergency events. | <div> Completed in past period </div> Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | 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. | Develop a People with Vulnerabilities Emergency Framework Build on the Australian Disaster Resilience Index and enable a systematic approach to identifying and supporting vulnerable people in the event of an emergency. | <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. | <div></div> Ongoing <ul style="list-style-type: none"> Development of the Framework transitioned to the WA Community Disaster Resilience Strategy released in October 2023. |
| 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 | 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. | Implement Customer Relationship Management System that provides a person-centered response for people with disability. | Progress on: <ul style="list-style-type: none"> Initial release. Testing and remediation. Staff training and induction. | <div></div> Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | 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. | Responsive Emergency Services Ensure suitable personal support services and emergency accommodation options can be accessed for people with disability in an emergency. | <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. | <div><div></div> Ongoing<ul style="list-style-type: none">• Identification of disability accessible accommodation has been embedded into the annual preparedness process within regions. Registers are maintained by Regional Preparedness and Coordination Teams.• Self-quarantining is no longer a requirement.</div> |

South Australia – Emergency Management



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|--|---|---|--|--|
| 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 | 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. | Engage and consult with people with disability, their families and carers to identify their safety needs in the event of a disaster or emergency. | <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. | <div> Ongoing</div> <ul style="list-style-type: none"> • SA Police continue to work toward the scoping and development of forums to discuss and identify the needs of people with disability in the event of a disaster or emergency. • Information obtained from these forums will be actioned locally and/or directed to the Disability Service Development Advisory Group. • Forum engagement will be reported and reviewed on an annual basis. |
| 1.2 | 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. | Review both emergency response procedures and evacuation procedures to ensure they demonstrate how disability accessibility will be addressed (including in prisons). | <ul style="list-style-type: none"> • A review of existing procedures is undertaken in line with disability access strategies in mind. | <div> Completed in past period</div> <p>Completed in 2021–2022</p> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|---|---|--|---|---|
| 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 | 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. | 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. | <ul style="list-style-type: none"> Technology solutions identified. Technology solutions implemented. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> SA Police continue to work toward implementation of a software solution that will translate all written emergency management information in multiple languages and formats. The aim of creating information in multiple languages and simplified formats such as Plain English and Easy Read is to provide more people with access to crucial emergency prevention and response information. |
| 2.2 | 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. | Build SAPOL employee confidence to protect and safeguard people with disability during a disaster or emergency. | <ul style="list-style-type: none"> Contacts and connections established with service providers and sites. | <div> <div></div> Ongoing </div> <ul style="list-style-type: none"> SA Police continue to support the Persons at Risk in Emergencies Project lead by SACOSS and Red Cross including the implementation of Person-Centered Emergency Planning. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|---|--|--|
| 2.3 | 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. | Disaster Risk Reduction Grants Program criteria includes delivering outcomes inclusive of people more at risk in emergencies. | <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. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">Grant funding has continued to support ongoing work to improve resilience of people with disability in emergencies.SAFECOM will continue work to increase resilience and reduce risk for people with increased risk during emergencies including reviewing future grant rounds. |
| 2.4 | 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. | Recovery Programs include an element to increase resilience and reduce risk for people more at risk in emergencies. | <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. | <div><div></div> Ongoing</div> <ul style="list-style-type: none">People at Risk in Emergencies Framework for South Australia was included in the State Emergency Management Plan (SEMP).The Framework is referenced in the South Australian State Recovery Guidelines which are currently under review.The Department of Premier and Cabinet Security, Emergency and Recovery Management (SERM) will continue to oversee the management and monitoring of Plans under the SEMF. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.5 | 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. | Review the People at Risk in Emergencies Framework and associated Action Plan developed in 2019 and develop a new Action Plan. | <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. | <div><div></div> Ongoing<ul style="list-style-type: none">The Second Action Plan was accepted and endorsed by the subcommittee.Actions continue to be implemented under the Action Plan.In addition, funding has been provided to review the People at Risk in Emergencies Framework for South Australia for the period 2025–2029.</div> |
| 2.6 | 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. | Emergency Management Sector State Government agencies implement and report against their respective Disability Access and Inclusion Plans. | <ul style="list-style-type: none">Implementation and reporting against State Government agency Disability Access and Inclusion Plans. | <div><div></div> Completed in period<ul style="list-style-type: none">The South Australian Emergency Services Sector continues to implement and report against actions in its Disability Access and Inclusion Plan 2020–2024.</div> |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.7 | 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. | Continue to support planning and strategies across South Australia to protect the safety and wellbeing of people with a disability through COVID–19. | <ul style="list-style-type: none">Contribution to relevant strategies. | <div><div></div> Ongoing<ul style="list-style-type: none">South Australian Disability Sector Reference group meetings continue to be held bi-monthly by the Department of Human Services (DHS).The Reference Group shares information on matters impacting the disability community, including ensuring service providers are informed of key changes and updates impacting the sector.DHS will continue to engage SA Health on emerging COVID–19 matters affecting people with disability.</div> |
| 2.8 | 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. | Continue working with SA Health to roll out COVID–19 vaccines to DHS disability clients. | <ul style="list-style-type: none">Number of vaccinations administered to DHS Accommodation Services clients. | <div><div></div> Completed in past period Completed in 2022–2023</div> |

Tasmania – Emergency Management



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|--|---|---|--|--|
| 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 | 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. | 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. | <ul style="list-style-type: none"> • Individual hazard workshops completed. • Final TASDRA report endorsed. • TASDRA report publicly available | <div>■ Completed in past period</div> Completed in 2021–2022 |
| 1.2 | 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. | 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. | <ul style="list-style-type: none"> • Terms of Reference released for public consultation • Final Terms of Reference endorsed. • Review commences. | <div>■ Completed in past period</div> Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | 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. | Commence implementation of recommendations from Tasmanian Government funded Disability Service Provider Emergency Preparedness and Management project. | <ul style="list-style-type: none">Increased mainstream knowledge of disability community emergency management requirements. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">Disability and Reform continue to engage extensively with Emergency Management.Resilience and Recovery forums have been delivered 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.A 'Pilot scenario discussion exercise for disability service providers was held in the greater Hobart area' on the 17 June 2024.Feedback was sought from 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 were 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 is ongoing. |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | 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. | <p>Delivery of recommendations from the Royal Commission into National Natural Disaster Arrangements (RCNNDAA).</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> | <ul style="list-style-type: none">• Biannual reporting of the Tasmanian Government's implementation of RCNNDAA recommendations will commence from December 2021 and will be available on the National Recovery and Resilience Agency website. | <div><div></div>Completed in period</div> <ul style="list-style-type: none">• Implementation of recommendations that support inclusive disaster management preparedness and recovery includes:<ul style="list-style-type: none">◦ upgrades to the Evacuation Centre Registration app to provide a dashboard to include real-time information on vulnerable people in evacuation centres;◦ development of a new Emergency Accommodation Policy that enables the Tasmanian Government (in some circumstances) to offer alternative shelter to vulnerable people if sheltering in an evacuation centre is not appropriate;◦ redevelopment of TasALERT (the Tasmanian Government's official emergency information and warnings platform), the platform underwent accessibility testing and also supports accessibility through the provision of Auslan videos on the Get Ready section;◦ a TasALERT App is currently being developed and is undergoing accessibility testing including a focus on vulnerable communities. |





| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | 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. | Commence implementation of recommendations from Tasmanian Government funded Disability Service Provider Emergency Preparedness and Management project. | <ul style="list-style-type: none">Increased mainstream knowledge of disability community emergency management requirements. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">Engagement occurred 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 was published on the SES website and can be access via <u>P4. Resilient Communities – Tasmania State Emergency Service (ses.tas.gov.au)</u> |

Australian Capital Territory – Emergency Management



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|--|---|---|--|---|
| 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 | 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. | 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. | <ul style="list-style-type: none"> The planning tool is reviewed and relevant to current circumstances. |  Completed in past period Completed in 2021–2022 |
| 1.2 | Linked to Inclusive homes and communities Policy Priority 6: Information and communication systems are accessible, reliable and responsive. | Accessible Information Continue to provide information in accessible formats for people with disability, such as ensuring online information complies with Web Content Accessibility Guideline (WCAG) AA-level accessibility and ensuring alternative formats such as Easy English are available. | <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. |  Completed in past period Completed in 2022–2023 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 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 | 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. | The ACT COVID–19 Disability Strategy The ACT COVID–19 Disability Strategy has been created to ensure that people with disability, their families, carers and the disability sector are supported through the COVID–19 health emergency and during the post-emergency transition and recovery. | <ul style="list-style-type: none">The ACT COVID–19 Disability Strategy is implemented. |  Completed in past period Completed in 2021–2022 |
| 2.2 | 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. | COVID–19 – An ACT Operational Plan for People with Disability Second Edition An ACT Operational Plan for People with Disability which sets out the responsibilities of the ACT Health Directorate, hospitals, primary healthcare, specialist disability services, and people with disability and their formal and informal carers and the actions each will take to meet those responsibilities. | <ul style="list-style-type: none">COVID–19 – An ACT Operational Plan for People with Disability Second Edition is completed and implemented. |  Completed in past period Completed in 2022–2023 |

Northern Territory – Emergency Management



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| Objective 1: Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability. | | | | |
| 1.1 | 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. | Review and update the Northern Territory Disability Pandemic Plan, to include the input from the COVID–19 lockdown experiences in the Northern Territory. | <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. | <div>■ Completed in past period</div> Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
|-----------|---|---|--|--|
| 1.2 | 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. | Interagency/Sector Emergency Management Meetings to be inclusive of disability service providers. | <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. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">NT Emergency Services (NTES) continues to provide free public briefings about how to prepare, respond and recover from hazards identified, and these are managed through the Community Engagement Unit.The Public Information Group (PIG) ensures timely, accurate, consistent and coordinated release of public information in the event of a threat or emergency.Talks are progressing with the National Emergency Management Agency and the Australian Institute for Disaster Resilience about producing AUSLAN videos that align with the new Australian Warning System (AWS) as a national resource, based on the work undertaken in the NT around producing the AWS emergency messaging in language to provide better support and communication to remote and very remote communities. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.3 | 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. | Disability service providers to review and update the Emergency Management Plan for each organisation. | <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. | <div><div></div> Completed in period</div> <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.• This grass roots community engagement includes incorporating the needs of each community into the preparation stages of emergency management planning, and ensuring that all sectors of the community are included in the consultation process, including access to communications/messaging in language. |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 1.4 | 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. | 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. | <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. | <div></div> Completed in past period Completed in 2022–2023 |
| 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 | 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. | Update the Northern Territory Disability Pandemic Plan, into the following categories of prevention, preparedness, response (outbreak response) and stand-down (recovery). | <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. | <div></div> Completed in past period Completed in 2021–2022 |



| Objective | Policy Priority | Action | Indicator(s) | 2023–2024 progress and status |
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| 2.2 | 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. | Update Northern Territory Emergency Management Plan in disability service organisations into the following categories of prevention, preparedness, response (outbreak response) and stand-down (recovery). | <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. | <div><div></div> Completed in period</div> <ul style="list-style-type: none">• Support and guidance is offered to all disability service providers to review and update Emergency Management Plans as required.• 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 Welfare Group, coordinated by the Department of the Chief Minister and Cabinet.• Through this group, support and guidance is offered to all disability service providers to review and update Emergency Management Plans. |
| 2.3 | Linked to Education and Learning Policy Priority: 4: People with disability have increased opportunities to participation accessible and inclusive lifelong learning. | 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. | <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. | <div><div></div> Completed in past period</div> Completed in 2021–2022 |

