



Government of **Western Australia**
Department of **Communities**

A Western Australia for Everyone: State Disability Strategy

Public Report January 2023 – June 2024

2020 2030

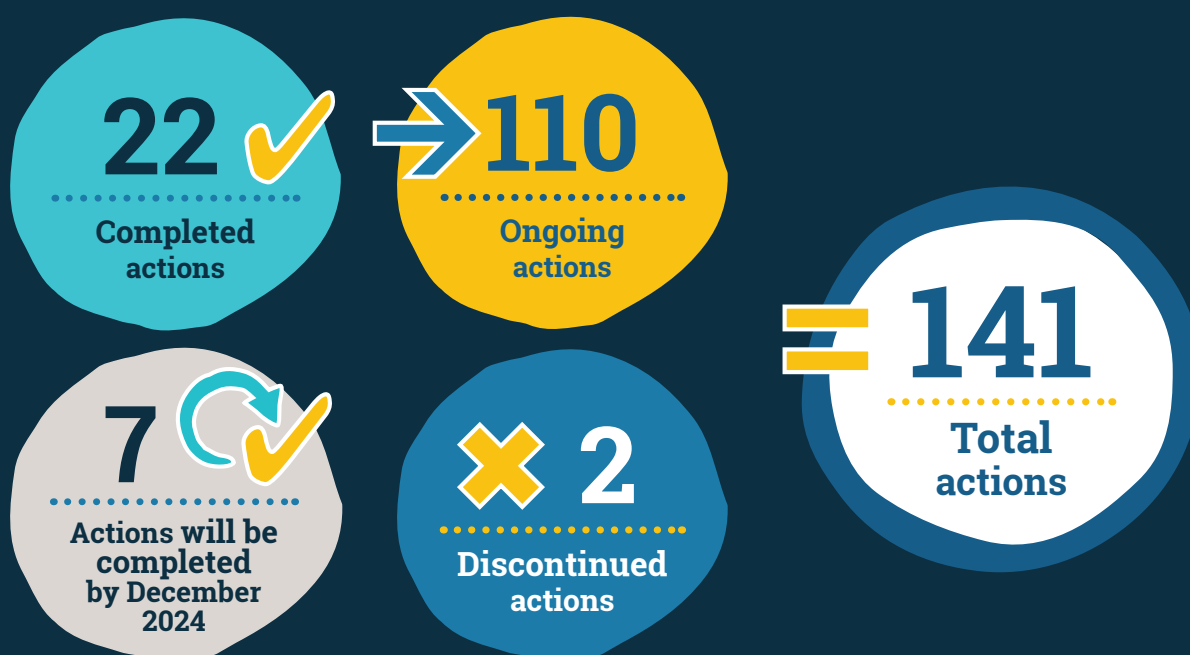


On 3 December 2020, A Western Australia for Everyone: State Disability Strategy 2020-2030 (the Strategy) was launched.

The Strategy is a whole-of-community strategy to improve the lives of people with disability and support them to feel engaged and empowered to live as they choose in a community where everyone belongs.

This Public Report includes highlights from selected actions in the second Action Plan.

Agencies have provided a 'status' for each of their actions, showing the progress made on the action between January 2023 – June 2024.



The definitions of the status' are:

- **Completed:** Action was completed between 1 January 2023 and 30 June 2024.
- **Will be completed:** Action will be completed by 31 December 2024.
- **Ongoing:** Activities are still being progressed and will be absorbed into 'business as usual' activities.
- **Discontinued:** Action was not progressed. Activities under the action were either superseded by other reforms, actions or a decision was made to withdraw the action. Reasons are given about why the action was discontinued.

Pillar 1

Participate and contribute

Total Actions
36

Completed

4

Discontinued

1

Ongoing

28

Will be completed by December 2024

3



Department of Education 1.4 Principles of inclusive Education

The Key Support Teacher (KST): Autism program delivers a targeted coaching program to teachers in regional areas of WA about strategies to effectively address the diverse needs of autistic children.



Recognising that learning outcomes for children with disability can be adversely impacted in regional or remote settings:

- In 2022, the State Government announced funding of \$4.58 million to support the Department of Education to implement a range of initiatives to meet the teaching and learning needs of students with disability and complex behaviour.
- In 2023 the KST: Autism program was delivered to 12 schools in the Pilbara region.
- In 2024 the program delivered this essential support to 12 schools in the Wheatbelt region.



Legal Aid WA 2.2 Partner to extend the reach

Legal Aid WA introduced a student with disability internship program.

The ten-week program offers students experience in the workplace to further develop their skills while working alongside experienced staff. The program provides mentorship and celebrates diversity.



One law student has undertaken the internship program in 2024 and one library studies student is undertaking the program later in the year.

Status of action



Completed



Discontinued



Ongoing



Will be completed



WA Museum

2.2 Partner to extend the reach

The WA Museum Boola Bardip partners with disability organisations to attract volunteers living with disability.

The current volunteer cohort has eight new volunteers with disability; three volunteers have accompanying support workers, one has a service dog, and four are independent.



Department of Training and Workforce Development (DTWD)

2.3 Employment participation in the WA Public Sector

As at May 2024, the DTWD employed **25 people** with disability, representing **4.4% of its workforce**, an **increase from 3.8%** reported in mid-2023.

In July 2023, DTWD completed recruitment for Level 2 and 3 Support Officers using section 66R of the *Equal Opportunity Act 1984* and established a pool of suitable candidates with disability to employ.



Department of Finance

2.7 Government Procurement with WADEs

The Department of Finance worked with WA's Australian Disability Employment (WADE) network to deliver the 2023-24 WADE Workplan.

This included publishing the [ADE Service Matrix](#), highlighting the key service delivery areas of each WADE and promoting the procurement process State government agencies can use to directly engage ADEs.



Department of Fire and Emergency Services 2.12 Successful career paths

As at December 2023, DFES has an equity index¹ of 96 for people with disability, meaning that employees with disability are evenly spread across salary levels.



¹ The equity index is a measurement the [Public Sector Commission](#) (PSC) uses to report and inform agencies about the distribution of staff from diverse groups across salary levels. For example, an equity index score of 100 shows employees in that diversity group are equally distributed across salary levels.



RAC 2.18 Disability Confident Recruitment

Talent Acquisition staff complete Disability Confident Recruiter training within three months of commencing at RAC.



Leadership WA 3.1 Developing tomorrow's leaders

Leadership WA celebrated two successful graduating cohorts from the LeadAbility course in 2023.

A core aspect of the LeadAbility course has participants developing a Community Project, by creating an initiative that supports and improves the lives of people with disability. Some of the 2023 LeadAbility Community Projects were:

- **'Visual communication tool for first responders supporting complex communication needs'** – A chart specifically for emergency situations for all WA ambulances to carry and use when a person with complex communication needs uses emergency services.

- **'My Space'** – a poster to educate and raise awareness about the needs of people who use disabled toilet facilities.
- **'All Aboard'** – An accessible and instructional visual guide on how to buy tickets at Transperth train stations for first time train users.
- **'Don't be a Richard.... Dick'** – Ethical flash cards developed to promote knowledge and awareness of how to interact with people with disability.

Promotional videos were developed to highlight the value and impact of the course. The videos showcase graduates, [Clare Gibellini](#) and [Nadege Anderson](#)

Pillar 2 Inclusive communities

Total
Actions

40

Completed

7

Discontinued

1

Ongoing

29

Will be completed
by December 2024

3



Department of Fire and Emergency Services (DFES)

5.8 Design for Disability

[Emergency WA](#) is the State's official emergency information website. It was relaunched with a refreshed look in May 2024.



In developing the new website, DFES spoke to people with disability and their representatives about how they currently receive emergency information and how it can be improved in the future. The biggest barrier identified was there is no 'one-size fits all' approach for delivering emergency information to people with disability. DFES is committed to ensuring its online information is as widely accessible as possible and strives to meet the Web Content Accessibility Guidelines (WCAG), version 2.2 to Level AA.



Perth Airport 5.13 Changing Places

Two accredited Changing Places are now fully operational in Terminal 1 and Terminal 4.



Perth Airport 5.15 Calming spaces

Design of the proposed sensory room was completed in mid-2023 following extensive consultation with the hidden disability community.

The Sensory Room in Terminal 1 International is expected to be completed in late 2024.



Curtin University
5.16 Changing Places

The Changing Places facility at Curtin University is now available to students, staff and the community.



Department of Transport
6.3 Working together to achieve greater and safer access

The Department of Transport administers the [Regional Wheelchair Accessible Vehicle \(WAV\) Taxi Service Grant](#), supporting the provision of wheelchair accessible taxi services in regional Western Australia.

The METRONET Access and Inclusion Reference Group continued to provide feedback on infrastructure projects, including the Armadale Line Shutdown, during the reporting period.

The first adult changing facility at the new Bayswater Station opened in April 2024, with the METRONET Access and Inclusion Reference Group members touring it before it opened.



Tourism WA
6.6 Accessible Tourism

The Tourism Council WA launched an [Accessibility Assessment](#), a free step-by-step assessment for businesses to assess accessibility needs for visitors.

The Accessibility Assessment can be posted on the businesses webpage for visitors to see their information and determine if it meets their needs.

Tourism businesses can complete an Accessible Tourism Accreditation to improve and provide information about their accessibility for visitors across five areas:

- Low Hearing;
- Cognitive / Autism;
- Limited Mobility;
- Mobility Aids – Wheelchairs and scooters; and
- Low Vision

Status of action



Completed



Discontinued



Ongoing



Will be completed

Pillar 3 Living Well

Total
Actions
30

Completed

6

Discontinued

0

Ongoing

23

Will be completed
by December 2024

1



Department of Training and Workforce Development 10.2 Job Matching

The NDIS Job Matching service provided support to NDIS Service Providers to plan for and recruit staff to deliver disability services.

The service concluded on 30 December 2023 and exceeded all Key Performance Indicator (KPI) targets.

The program assisted
204 NDIS providers
to achieve workforce
plans, helping them to
meet their workforce
demands.

Department of Communities 10.10 Innovation Fund

In 2020, the State Government announced a \$5 million Innovation Fund to provide grants to WA based organisations to creatively apply new knowledge and processes to improve inclusion and participation for people with disability.

This includes:



Developmental Disability WA engaged with people who have complex communication needs to significantly increase key

stakeholders' understanding and skills. A range of [resources](#) about accessible communication were developed and promoted via a social media strategy and workshops with government and non-government organisations.



Foodbank delivered the Healthy Food for All Abilities nutrition program for people with disability. The program built confidence

around food knowledge, food choices and food preparation. 35 programs and 138 individual sessions were delivered to 748 participants. Foodbank partnered with over 30 organisations including Ability WA and 4LifeSkills to deliver the training. The program extended to Bunbury, Geraldton, Kalgoorlie, Mandurah and Northam. In April 2023, the Healthy Food for All Abilities program featured in an [ABC News article](#).



Huntington's Australia is delivering Outreach Neuro Clinics in the Kimberley and Pilbara. The first Kimberley Clinic in Kununurra and

Halls Creek was attended by six local individuals with the support of a family member or carer. Three education sessions have also been delivered with approximately 40 attendees, including Aboriginal healthcare workers, allied health professionals, medical personnel, and support workers attending.



Mental Health Commission

11.1 WA's first Mental Health Community Care Unit

The first 20-bed Community Care Unit in Western Australia commenced operating on 4 July 2022.

Service occupancy was at 85% in May 2024. Over 90% of referrals received are from people with Schizophrenia or Schizoaffective Disorder.

The Community Care Unit promotes a strong working partnership between the non-government organisation service provider and the Health Service Provider.



National Disability Services (NDS) WA

11.4 Inclusive Hospital Services

The NDS partnered with WA hospitals, disability services providers and health consumers to improve the hospital experience for people with disability, through the Ready To Go Home project.

Projects with Joondalup Health Campus, Rockingham Peel Group and WA Country Health Service (Great Southern) resulted in:

- 375 health professionals trained in NDIS processes and assessments.
- An online NDIS Basics training module for health professionals.

Resources are available in a number of accessible formats on the [Ready to Go Home resources](#) page.



Status of action



Completed



Discontinued



Ongoing



Will be completed



Department of Health

11.5 Connect, Share, Improve

The [Hospital Stay Guideline](#) for people with disability, families, friends, and carers is now available in Easy Read documents.

A [Disability Health Profile](#) (DHP) form has been introduced in the WA health system. The DHP is a medical record available statewide across all WA health service providers and health sites.

The DHP provides information about a person with disability's requirements for support and to improve communication between the person, their families and carers and the WA health system staff.



Mental Health Commission

11.6 Youth Psychosocial Support Packages

The Youth Psychosocial Support Packages (YPSP) program commenced in April 2023. The YPSP provides 30 stand-alone packages of individualised support, delivered by a Peer Practitioner.

A Support Coordinator arranges a panel assessment, risk assessment, and links the young person with a psychosocial support provider to develop a co-produced individualised recovery plan, which includes:

- Support with day-to-day living;
- Tenancy support;
- Support to navigate access to other services; and
- Support to start or return to education or meaningful employment.

Through 2023–24, 25 young people accessed support through the program.



Pillar 4 Rights and Equity

Total
Actions
35

Completed Discontinued Ongoing Will be completed
by December 2024

4 0 29 2



All Agencies 12.2 Continuously improving

The Disability Royal Commission made 222 recommendations for change that will contribute to building communities where people with disability, and those who share their lives, are safe, engaged and empowered to live as they choose in a community where everyone belongs. The [WA Government response](#) addressed 132 recommendations applicable to WA and a whole-of-government plan has been developed to support the implementation of reforms.

Of the recommendations relevant to WA, the WA Government accepts, accepts in principle, or accepts in part 100 recommendations (76 per cent). Some recommendations have already been addressed through past work and work has started on others. The WA Government will take a considered approach to working through the reforms, acknowledging the importance of working in consultation with people with disability, their families and carers, all levels of government, the disability services sector, and the wider community.



Department of Education 13.2 Education for us, with us

The Department of Education has established committees to identify and respond to emerging issues impacting students with disability.

- A **Disability and Inclusion Advisory Group** with representatives from the broader disability community including peak disability advocacy groups, agency partners, researchers and schools, informs the Department of Education on reform agendas impacting students with disability.
- A **Disability and Inclusion Consultative Committee** includes people with lived experience of disability, who provide input into disability-related educational matters.

- The **Department of Education Western Australian Student Council** (the Council) established in September 2022 represents the diversity of student experiences across the State. They provide advice to the Minister for Education on policy, reform, projects and initiatives. The Council includes two students with disability.





Legal Aid

13.5 Holistic Legal Services

Disability Legal WA commenced on 4 September 2023 and has provided 358 client services.



- 249 services were delivered by paralegals, including triage, information, referral services, or paralegal advice.
- 60 clients received short-term social support and 49 clients benefited from mid to long-term social support and case management.



Water Corporation

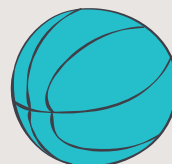
13.6 Disability Employee Network (DAWN)

The **Disability and Access Employee Network (DAWN)** provides feedback to the Diversity and Inclusion team.

In 2023, DAWN:

- Attended the Perth Disability Connection Expo in August 2023 to gain ideas and feedback to the Water Corporation.

- Held an information stall at John Tonkin Water Centre for people with invisible disabilities in October 2023.
- Partnered with Rebound WA to deliver a wheelchair basketball event on International Day of People with Disability in December 2023.



Perth Airport

13.7 Travel with ease

Perth Airport and Airports Council International (ACI) worked together to undertake a pilot survey with people with disability and people with chronic health conditions to assess accessibility and inclusivity at Perth Airport.

The survey identified opportunities to remove barriers to air travel. ACI will use the learnings from the survey to build a global survey programme.

