



Government of Western Australia  
Department of Communities



# A Western Australia **for Everyone**

**2020  
2030**

State Disability Strategy  
**Action Plan**

Alternative formats

Alternative formats of A Western Australia for Everyone: State Disability Strategy 2020-2030 Action Plan are available at [www.communities.wa.gov.au/statedisabilitystrategy](http://www.communities.wa.gov.au/statedisabilitystrategy)

Or contact the Department of Communities at [communications@communities.wa.gov.au](mailto:communications@communities.wa.gov.au)

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# Acknowledgment of Country

The Western Australian Government proudly acknowledges the Traditional Owners and recognises their continuing connection to their lands, families and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders both past and present.

The first step in living alongside and working with the Aboriginal community is built upon establishing respectful relationships. Crucial to these respectful relationships is acknowledging the history of Aboriginal people and recognising the importance of connection to family, culture and country.

## Minister's foreword

Partnering with business, community and people with disability is central to changing attitudes and achieving greater inclusion in Western Australia. More than ever, it is important to make our communities, business, places and spaces more accessible, inclusive and welcoming to all, and raise the standards we set for ourselves and for others.

Change cannot continue to be led only by the disability sector and Government. True change happens in the community where people with disability live and work.

With this in mind, we invite commitments from businesses and community leaders. We want this to be the beginning of many more commitments from all corners of Western Australia that will help to change lives.

As the McGowan Government ramps up the level of our ambition, we want this ambition to be matched by the community and businesses and to follow the great examples being set by the disability sector. I encourage you to play your part in delivering the State Disability Strategy by committing to your own actions.



Hon Stephen Dawson MLC  
**Minister for Disability Services**

“My hope is that disability becomes more **mainstream and normalised**, it is not something hidden or that people feel ‘scared’ or uncomfortable about...

**Increasing contact and connection between people with and without disability** will lead to increased understanding and better relationships, which **is better for everyone.**



– Consultation Participant  
A Western Australia for Everyone: **State Disability Strategy 2020-2030**

## Director General foreword

A Western Australia for Everyone: State Disability Strategy 2020-2030 Action Plan (the Action Plan) provides the detail on the specific activities that will be taken to achieve the vision of the State Disability Strategy (the Strategy).

The Action Plan sets out what actions will be taken and will be monitored and updated every two years to make sure progress is being made over the 10-year life of the Strategy.

Robust governance is key to providing accountability, supporting implementation and providing an ongoing monitoring and reporting against both the Strategy and the Action Plan.

We have established a Governance Framework comprising members of the Disability Services Commission Board and people

with disability to report on progress. An Outcomes Measurement Framework will be developed to make sure the Strategy is achieving its intended goals and to enable progress to be measured against outcomes.

To ensure transparency and accountability and to encourage community engagement, public reporting of performance will be provided at regular intervals.

We are pleased to establish an office of disability that will oversee the work outlined in the Strategy and the Action Plan. The office of disability will guide implementation of the Strategy and will consider ways to improve joint implementation processes and strengthen ongoing engagement and partnerships.



Michelle Andrews  
**Director General,  
Department of Communities**

# The Action Plan

A Western Australia for Everyone: State Disability Strategy 2020-2030 (the Strategy) sets the foundations for building a more inclusive Western Australia over the next 10 years.

The Strategy intends to protect, uphold and advance the rights of people with disability living in Western Australia. Within our community there is strong recognition of the value of diversity and the strengths that all people can bring. When inclusion is the basis of the way we do things, our communities are more resilient, more innovative, more economically viable and happier places to live.

The Strategy is Western Australia's commitment to support and achieve better outcomes for all people living with disability and is the next step in ensuring substantive equality for all. The Strategy identifies opportunities for all Western Australians to come together to build a State where people with disability are empowered to live life as they choose.

The Action Plan sets out what actions will be taken, who will be responsible for delivering them, and the changes they will make to people's lives.

## An office of disability

The Action Plan and Strategy are an opportunity to change the way we, as a community, think about disability. The Department of Communities (Communities) is pleased to announce the establishment of an office of disability to promote the rights and interests of people with disability and the disability sector more broadly.

The office will provide disability sector stewardship, strategic policy advice to inform disability matters between State and Commonwealth systems, and will drive the development of contemporary practices and continued innovation that advances the inclusion and participation of people with disability in Western Australia.

The office will also provide the leadership to implement, monitor and further develop the State Disability Strategy. It will support Communities and the Western Australian Government to deliver on its long-term commitment to empowering people with disability to participate in all aspects of the community and the economy.

## Progress towards change - other influences

During the process of writing the Action Plan, many other reforms have also been progressing. Most notably, the Commonwealth Government published a draft discussion paper for comment as a precursor to the publication of a new National Disability Strategy. The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability also continued to receive evidence from across Australia, broadening its scope to include the challenges that people with disability have faced during COVID-19.

## Sector development in Western Australia

The McGowan Government's commitment to people with disability, their families and carers, and to a successful transition to the Australia-wide National Disability Insurance Scheme (NDIS), remains solid. Significant funding has been provided by the State Government to ensure sector sustainability and development during the transition, including:

- \$34.3 million over three years to support service providers transitioning to the NDIS
- More than \$1.2 million to support systemic advocacy across the State

- \$440,000 to provide Aboriginal advocacy services in the Kimberley region
- \$4.5 million to boost individual advocacy funding in 2019-20
- \$2 million has been directly allocated to existing advocacy providers to address immediate waitlist management
- \$2.5 million has been allocated via a competitive process to 12 successful organisations, six of which are new to the State-funded advocacy sector and provide advocacy services in regional and remote WA.

A stable and sustainable workforce is required to enable the delivery of high-quality disability services. Considerable funding for training and workforce development has been provided, all of which will increase the capacity of the sector to provide services under the NDIS, including:

- Implementation of the Enterprise Training Program, which provides support to employers in the social assistance and allied health sector to help them upskill their workforce to meet the challenges related to workforce development in WA.
- Funding to National Disability Services WA from the Sector Transition Fund to meet skills development and workforce needs in the Western Australian disability sector to increase skilled workers in the industry.



- A new NDIS Job Matching Service to support the fast-growing disability sector and address skills and recruitment needs while connecting jobseekers with employment opportunities. The service will also support NDIS service providers to navigate the Vocational Education and Training sector to increase skilled workers in the industry.
- The McGowan Government's 'Lower Fees Local Skills' initiative which provided \$4 million in capital funding to establish four specialist NDIS training facilities at Rockingham, Karratha, Bunbury and Broome TAFE campuses. This initiative is an important part of the State Government's forward planning and preparedness to meet the workforce needs of the NDIS in Western Australia. The NDIS Training Centres have been established to provide training facilities that better reflect an in-home care environment, rather than a simulated hospital or specialist facility. The fit-for-purpose facility upgrades allow students to gain hands-on experience, so they are job-ready to work independently and safely, in a way that maximises client respect.
- TAFE fees for 34 high priority qualifications would be halved from January 1, 2020 including disability qualifications.

In addition, the past two years has seen over \$18 million in combined State and Commonwealth funding provided to the sector through grants for the Information, Linkages and Capacity Building Program to ensure continuity of quality supports to people with disability during the State's transition to the NDIS.

This significant funding has delivered immense benefits to ensure sector sustainability and development, safeguarding the rights of people with disability.

The Department of Communities continues to engage in targeted sector development and procurement activities in regional areas, to support service providers with the roll out of the NDIS in Western Australia.

This engagement has resulted in an increased number of service providers in regional and remote Western Australia, enabling greater choice and control for people with disability. Actions outlined in the first Action Plan are organised under 15 Outcomes, developed and articulated by people with disability, the sector and broader community.

### Innovation Fund

In order to support progress towards the outcomes of the Strategy, the State Government will establish an Innovation Fund. The disability sector in Western Australia has had a long history of inclusion and innovation, a platform on which to build. Advances in technology and creative thinking have enabled people with disability to be more independent and active citizens.

An Innovation Fund to stimulate innovative initiatives that assist

people with disability to continue education, to be employed and to recreate in their community will be established. The initiatives will be designed and developed in conjunction with people with disability, giving opportunities for employment of people with disability and greater connectivity.

The Action Plan will see the creation of an Innovation Fund to invest in advances and initiatives that promote and foster people with disability's inclusion, participation and contribution to the community.

The Action Plan will be reviewed over time, to ensure the work committed to under each of the Outcomes is achieved, measured and reported on. Learnings from the Actions under each of the Outcomes will be used to inform future conversations and priority areas of work.



Jonathon

The Actions are organised under the four pillars:



Participate and contribute



Inclusive communities



Living well



Rights and equity

The Actions are linked to the Strategic Priorities:



Inclusive education and training settings



Jobs and economic participation



Leadership



People with high and complex needs



Access and inclusion planning



Infrastructure



Transport



Sport and recreation



Community attitudes



Technology



Housing



Disability services



Health and mental health



Workforce capacity and capability



Justice



Advocacy




Legislation and safety



Information

The timeframes are identified as follows:



- Ongoing: activities which are currently underway and/or will be continuously undertaken
- Short term: activities to commence within the next 1-2 years
- Medium term: activities to commence within the next 3-5 years

- Long term: activities to commence in more than 5 years
- All Actions with an asterix (\*) indicates funding of their implementation will be subject to Expenditure Review Committee approval

Strategy overview

| Vision  |   |  |  |   |
|---|---|--|--|---|
| People with disability, and those who share their lives, are engaged and feel empowered to live as they choose in a community where everyone belongs. |   |  |  |   |
| Pillars   | Participate and contribute  | Inclusive communities  | Living well  | Rights and equity   |
| What it means for the individual  | I participate, contribute and make choices about how I lead my life   | I feel welcome, included and part of my community  | I have access to housing and services that support me to live well   | I am treated fairly and with dignity and respect, and my rights are upheld  |
| Strategic priorities  | <ul style="list-style-type: none"><li>Inclusive education and training settings</li><li>Jobs and economic participation</li><li>Leadership</li><li>People with high and complex needs</li></ul> | <ul style="list-style-type: none"><li>Access and inclusion planning</li><li>Infrastructure</li><li>Transport</li><li>Sport and recreation</li><li>Community attitudes</li><li>Technology</li></ul> | <ul style="list-style-type: none"><li>Housing</li><li>Disability services</li><li>Health and mental health</li><li>Workforce capacity and capability</li></ul> | <ul style="list-style-type: none"><li>Justice</li><li>Advocacy</li><li>Legislation and safety</li><li>Information</li></ul> |
| Foundations   |   |  |  |   |
| Governance and accountability   |   |  | Monitoring and reporting   |   |



# Participate and Contribute

| What it is about – everyone is involved   |  |  |
|---|--|--|
| What it means – “I participate, contribute and make choices about how I lead my life”   |  |  |
| Strategic Priorities  | Outcomes   | Priority Action  |
| <ul style="list-style-type: none"><li>Inclusive education and training settings</li><li>Jobs and economic participation</li><li>Leadership</li><li>People with high and complex needs</li></ul> | <ul style="list-style-type: none"><li>People with disability get the education and skills development they need to succeed</li><li>People with disability have opportunities for meaningful and inclusive employment and economic independence</li><li>People with disability hold positions of leadership and influence across the public, private and community sectors</li><li>People with high and complex needs have opportunities and networks that support the person to participate in the way they choose</li></ul> | Implement the Public Sector Commission’s People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2020-2025 |

| Outcome 01                                       | People with disability get the education and skills development they need to succeed   |         |   |                                 |            |                                    |
|--|--|---------|---|---------------------------------|------------|------------------------------------|
| Lead   | Actions  | Timing  | Strategic Priorities                      |                                 |            |                                    |
|  |  |         | Inclusive education and training settings | Jobs and economic participation | Leadership | People with high and complex needs |
| Department of Education                          | <b>1.1 Path to success</b><br>Students with disability are engaged in early pathway planning to support them to transition through their education and into work or further study.   | Ongoing | ●   |                                 |            |                                    |
| Department of Education                          | <b>1.2 Realising individual capacity</b><br>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.   | Ongoing | ●   |                                 |            |                                    |
| Department of Education                          | <b>1.3 Plan for success</b><br>Strengthen personalised planning approaches between young people with disability, families, agency partners and schools.  | Ongoing | ●   |                                 |            |                                    |
| Department of Education                          | <b>1.4 Principles of inclusive education</b><br>Services, programs and facilities accessed by students reflect the principles of inclusive education.  | Short   | ●   |                                 |            |                                    |
| Department of Training and Workforce Development | <b>1.5 Strong foundations</b><br>Commitment to continue to deliver the Gaining Access to Training and Employment program, which is designed for learners without any prior experience in an adult learning environment. Literacy and numeracy support is also offered to assist with building foundational skills so that learners can go on to undertake further studies. | Ongoing | ●   |                                 |            |                                    |



| Lead   | Actions  | Timing | Strategic Priorities                      |                                 |            |                                    |
|--|--|--------|---|---------------------------------|------------|------------------------------------|
|  |  |        | Inclusive education and training settings | Jobs and economic participation | Leadership | People with high and complex needs |
| Department of Training and Workforce Development | <b>1.6 Accessible training</b><br>Enable tertiary skills training to be more accessible for people with disability through hybrid training models. | Medium | ●   | ●                               |            | ●                                  |

|  |   |        |   |   |  |   |
|--|---|--------|---|---|--|---|
| <b>Outcome 02</b>  | People with disability have opportunities for meaningful and inclusive employment and economic independence   |        |   |   |  |   |
| Department of Communities  | <b>2.1 Employment opportunities</b><br>Social Housing Economic Recovery Package provides inclusive employment outcomes for people with disability in the construction and allied industries.  | Short  |   | ● |  | ● |
| All State Government agencies with support from the Public Sector Commission | <b>2.2 Partner to extend the reach</b><br>Partner with Jobs and Skills Centres, disability employment service providers and networks to engage with and attract people with disability who are seeking jobs.  | Short  |   | ● |  |   |
| All State Government agencies with support from the Public Sector Commission | <b>2.3 Employment participation in the WA Public Sector</b><br>Implement the Public Sector Commission’s People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2020-2025. Increase the representation of people with disability employed in the public sector to five per cent by the end of 2025. | Medium | ● | ● |  |   |

| Lead   | Actions   | Timing  | Strategic Priorities                      |                                 |            |                                    |
|--|---|---------|---|---------------------------------|------------|------------------------------------|
|  |   |         | Inclusive education and training settings | Jobs and economic participation | Leadership | People with high and complex needs |
| Public Sector Commission   | <b>2.4 Leading from the front</b><br>Chief Executive Officer performance agreements to include employment target for people with disability   | Ongoing |   | ●                               |            |                                    |
| National Disability Services WA  | <b>2.5 Building the talent pool</b><br>Build the capacity of the State Public Sector to increase meaningful workplace participation for people with disability through applying disability confident recruiter approaches and co-design strategies consistent with the People with Disability WA Connect with Me Co-design project. | Ongoing | ●   | ●                               | ●          | ●                                  |
| All State Government agencies with support from the Public Sector Commission | <b>2.6 WA Government – a leader in disability confident recruitment</b><br>State Government agencies to become accredited Disability Confident Recruiters.<br><br>Noting that the Department of Communities and the Department of Biodiversity, Conservation and Attractions hold such accreditation.                               | Ongoing | ●   | ●                               | ●          | ●                                  |
| Local Government Authorities   | <b>2.7 Employment participation in Local Government Authorities</b><br>Increase the representation of people with disability employed by Local Government Authorities by five per cent by the year 2025.  | Medium  | ●   |                                 | ●          |                                    |
| Department of Communities  | <b>2.8 Supporting Western Australian Disability Enterprises</b><br>Ongoing support for the WA Disability Enterprises employment initiative, which has achieved over \$77 million in Commonwealth, State and Local Government contracts and employs over 2,200 people with disability.   | Ongoing |   | ●                               | ●          |                                    |

| Lead   | Actions  | Timing  | Strategic Priorities                      |                                 |            |                                    |
|--|--|---------|---|---------------------------------|------------|------------------------------------|
|  |  |         | Inclusive education and training settings | Jobs and economic participation | Leadership | People with high and complex needs |
| Department of Training and Workforce Development | <b>2.9 Attracting and retaining a talented future workforce</b><br>Provide incentive payments to WA employers who employ an apprentice or new entrant trainee, including people with disability, and who have lodged the training contract for registration under the Jobs and Skills Centres initiative.          | Ongoing |   | ●                               |            |                                    |
| Department of Finance, Advisory Services         | <b>2.10 WA Government contracting with Western Australian Disability Enterprises</b><br>Continued promotion of WA Government contracting with Western Australian Disability Enterprises via direct engagement options within procurement directions or policies.   | Ongoing |   | ●                               |            |                                    |
| Department of Education                          | <b>2.11 Working in education settings</b><br>Implement the Department of Education's Equity, Diversity and Inclusion Plan 2020-2025 to: attract, develop and retain people with diverse experiences and backgrounds, including people with disability; and provide culturally responsive and inclusive workplaces. | Ongoing |   | ●                               |            |                                    |
| Department of Water and Environmental Regulation | <b>2.12 Containers for Change</b><br>Support the Containers for Change scheme as it facilitates the employment of people with disability, Aboriginal and Torres Strait Islander people and the long-term unemployed.   | Ongoing |   | ●                               |            |                                    |
| National Disability Services WA                  | <b>2.13 Jobs in WA</b><br>Host and maintain a website which enables job seekers and employers to efficiently connect to disability sector employment opportunities for the duration of COVID-19.   | Ongoing |   | ●                               | ●          | ●                                  |

| Outcome 03    |  | People with disability hold positions of leadership and influence across the public, private and community sectors |   |                                 |            |                                    |
|---------------|--|--|---|---------------------------------|------------|------------------------------------|
| Lead          | Actions  | Timing   | Strategic Priorities                      |                                 |            |                                    |
|               |  |  | Inclusive education and training settings | Jobs and economic participation | Leadership | People with high and complex needs |
| Leadership WA | <b>3.1 Developing tomorrow's leaders</b><br>Develop and increase leadership skills and enable people with lived experience of disability, or who are ambassadors/working in the disability sector, to become more influential, confident and effective leaders.          | Ongoing  |   | ●                               | ●          |                                    |
| All agencies  | <b>3.2 The power of positive narrative</b><br>Highlight people with disability's stories and achievements in all internal and external communications, including in annual and other reports, to showcase the diverse skills and achievements of people with disability. | Ongoing  |   |                                 | ●          |                                    |

| Outcome 04  |  | People with high and complex needs have opportunities and networks that support the person to participate in the way they choose |   |  |  |   |
|---|--|--|---|--|--|---|
| Mental Health Commission, Department of Communities | <b>4.1 Complex needs capable</b><br>Continue to develop flexible support models for people with high and complex needs.  | Ongoing  |   |  |  | ● |
| Department of Education                             | <b>4.2 Teaching and learning</b><br>Develop and implement a framework that supports the teaching and learning needs of students with disability who are demonstrating complex needs. | Ongoing  | ● |  |  |   |





“ It is essential that **everyone takes responsibility for building an inclusive community.** That no matter what the venue, activity or opportunity, it is **open and available to anyone who wishes to access it.** ”



– Consultation Participant  
A Western Australia for Everyone: **State Disability Strategy 2020-2030**

# Inclusive Communities

| What it is about – places and attitudes are welcoming  |  |  |
|--|--|--|
| What it means – “I feel welcomed, included and part of my community”   |  |  |
| Strategic Priorities   | Outcomes   | Priority Action  |
| <ul style="list-style-type: none"><li>• Access and inclusion planning</li><li>• Infrastructure</li><li>• Transport</li><li>• Sport and recreation</li><li>• Community attitudes</li><li>• Technology</li></ul> | <ul style="list-style-type: none"><li>• Communities infrastructure is accessible to all</li><li>• People with disability can travel where they want to go with ease</li><li>• People with disability are welcomed and accepted by members of the community</li><li>• People with disability are included in a range of recreational, social, arts and cultural opportunities</li></ul> | Undertake the legislated renewal of the Disability Services Act 1993 to renew and refresh the approach to strengthening outcomes from mandated access and inclusion planning |

| Outcome 05  | Communities infrastructure is accessible to all  |        |                               |                |           |                      |                     |            |
|---|--|--------|-------------------------------|----------------|-----------|----------------------|---------------------|------------|
| Lead  | Actions  | Timing | Strategic Priorities          |                |           |                      |                     |            |
|   |  |        | Access and Inclusion Planning | Infrastructure | Transport | Sport and recreation | Community attitudes | Technology |
| Department of Communities   | <b>5.1 New ways to ensure access and inclusion</b><br>Undertake the legislated renewal of the Disability Services Act 1993 to renew and refresh the approach to strengthen outcomes from mandated access and inclusion planning. | Short  | ●                             | ●              | ●         | ●                    | ●                   |            |
| Department of the Premier and Cabinet, Office of Digital Government | <b>5.2 Disability and digital inclusion</b><br>Develop a blueprint for digital inclusion for all Western Australians, including people with disability.  | Short  | ●                             |                |           |                      | ●                   | ●          |
| Main Roads WA, Perth Children’s Hospital Foundation, City of Perth  | <b>5.3 Kids Bridge – connecting hospital with nature</b><br>Complete a new ‘Kids Bridge’ connecting Perth Children’s Hospital to Kings Park in a fully inclusive and accessible way.   | Short  |                               | ●              |           |                      |                     |            |
| WA Museum   | <b>5.4 WA Museum for all</b><br>Trial processes for co-design, consultation and testing of exhibitions with people with disability to ensure visitor experiences are accessible.   | Short  | ●                             |                |           | ●                    | ●                   |            |
| WA Museum   | <b>5.5 Specialised services</b><br>Provide free specialised tours for visitors with dementia who are also blind or vision impaired.  | Short  | ●                             |                |           | ●                    | ●                   |            |

| Lead  | Actions  | Timing  | Strategic Priorities          |                |           |                      |                     |            |
|---|--|---------|-------------------------------|----------------|-----------|----------------------|---------------------|------------|
|   |  |         | Access and Inclusion Planning | Infrastructure | Transport | Sport and recreation | Community attitudes | Technology |
| Department of Local Government, Sport and Cultural Industries | <b>5.6 Welcoming communities</b><br>Support Culturally and Linguistically Diverse (CaLD) community groups to develop initiatives that raise awareness of people with disability in their community, reduce stigma and create welcoming communities.                                | Ongoing |                               |                |           |                      | ●                   |            |
| WA Police   | <b>5.7 Creating safe communities</b><br>Provide ongoing opportunities for people with disability and disability service providers to provide feedback and input on access and inclusion issues faced with services provided by the WA Police Force and the Road Safety Commission. | Ongoing | ●                             |                |           |                      | ●                   |            |
| Department of Education                                       | <b>5.8 Universal design of schools</b><br>Planning and design of schools will support inclusion. All new schools reflect universal design principles.  | Ongoing | ●                             |                |           |                      |                     |            |

| Outcome 06                | People with disability can travel where they want to go with ease   |         |   |   |  |  |   |  |
|---------------------------|---|---------|---|---|--|--|---|--|
| Department of Communities | <b>6.1 Parking penalties and infringements</b><br>Work with the Minister for Local Government and Police to ensure ACROD parking bays are better monitored and penalties are enforced for parking infringements and demerit points. | Ongoing | ● | ● |  |  | ● |  |



| Lead  | Actions   | Timing  | Strategic Priorities          |                |           |                      |                     |            |
|---|---|---------|-------------------------------|----------------|-----------|----------------------|---------------------|------------|
|   |   |         | Access and Inclusion Planning | Infrastructure | Transport | Sport and recreation | Community attitudes | Technology |
| National Disability Services WA, Department of Local Government, Sport and Cultural Industries, Department of Communities | <b>6.2 ACROD Parking</b><br>Work with key stakeholders to develop strategies to ensure accessible bays are appropriately used by permit holders and address the availability of ACROD bays to reflect the increased future demand of additional permit holders. | Ongoing | ●                             | ●              | ●         | ●                    | ●                   |            |
| Department of Transport, METRONET Public Transport Authority, Main Roads WA   | <b>6.3 Working together to achieve greater and safer access</b><br>Develop an access and inclusion plan to maximise opportunities and improve outcomes for people with disability when using public transport in Western Australia.                             | Ongoing | ●                             | ●              | ●         |                      |                     |            |
| Royal Automobile Club (RAC)   | <b>6.4 RAC automated vehicle trials</b><br>Continue automated vehicle trials to increase community inclusion of people with disability in metropolitan and regional areas.  | Ongoing |                               |                | ●         |                      |                     | ●          |

| Outcome 07  | People with disability are welcomed and accepted by members of the community   |         |                               |                |           |                      |                     |            |
|---|--|---------|-------------------------------|----------------|-----------|----------------------|---------------------|------------|
| Lead  | Actions  | Timing  | Strategic Priorities          |                |           |                      |                     |            |
|   |  |         | Access and Inclusion Planning | Infrastructure | Transport | Sport and recreation | Community attitudes | Technology |
| WA Museum   | <b>7.1 Recognition of partnership</b><br>Strengthen partnerships with non-government organisations that provide services and support to people with disability for delivery of programs at the WA Museum.                            | Short   | ●                             |                |           | ●                    | ●                   |            |
| Outcome 08  | People with disability are involved in a range of recreational, social, arts and cultural opportunities  |         |                               |                |           |                      |                     |            |
| Department of Local Government, Sport and Cultural Industries | <b>8.1 Sports for all children</b><br>Maintain KidSport to ensure that children with disability from low socio-economic backgrounds can enjoy club sport opportunities.  | Ongoing |                               |                |           | ●                    | ●                   |            |
| Department of Local Government, Sport and Cultural Industries | <b>8.2 Adventure activities</b><br>People with disability are provided the choice of customised adventure activity programs to suit their needs and the provision of additional resources to enable participation in the activities. | Ongoing |                               |                |           | ●                    | ●                   | ●          |

| Lead  | Actions   | Timing  | Strategic Priorities          |                |           |                      |                     |            |
|---|---|---------|-------------------------------|----------------|-----------|----------------------|---------------------|------------|
|   |   |         | Access and Inclusion Planning | Infrastructure | Transport | Sport and recreation | Community attitudes | Technology |
| National Disability Services WA, Department of Communities    | <b>8.3 Companion Card</b><br>Maintain the Companion Card initiative, for people with a significant and permanent disability, who require attendant care support in order to participate at community venues and activities.   | Ongoing |                               |                |           | ●                    |                     |            |
| Department of Local Government, Sport and Cultural Industries | <b>8.4 Participate in art</b><br>Promote accessible arts activities and the online resource, Choose Art, to people with disability to find and participate in accessible arts programs, opportunities and events in their local area and beyond. Continue to strengthen partnerships with disability service providers, planners and showcase artists with disability via social media platforms. | Ongoing |                               |                |           | ●                    |                     |            |
| Department of Local Government, Sport and Cultural Industries | <b>8.5 Connecting the CaLD community</b><br>Find opportunities for people with disability and CaLD communities to connect by sharing information about initiatives and inclusion grants programs and events to CaLD communities via the Office of Multicultural Interest media platforms.   | Ongoing |                               |                |           | ●                    | ●                   |            |
| Department of Local Government, Sport and Cultural Industries | <b>8.6 Trails engagement</b><br>Increase opportunities for people with disability to engage in trails activities through trail design, training of supporting personnel and consideration in the development of strategies and plans.   | Ongoing | ●                             | ●              |           | ●                    | ●                   |            |

I want families to **teach their children the value of inclusion and kindness** so that kids who are different aren't treated different, **and therefore don't feel different.**



– Consultation Participant  
A Western Australia for Everyone: **State Disability Strategy 2020-2030**



Living Well

| What it is about – people are happy and healthy, with the support they need  |   |   |
|--|---|---|
| What it means – “I have access to housing and services that support me to live well”   |   |   |
| Strategic Priorities   | Outcomes  | Priority Action   |
| <ul style="list-style-type: none"><li>Housing</li><li>Disability services</li><li>Health and mental health</li><li>Workforce capacity and capability</li></ul> | <ul style="list-style-type: none"><li>People with disability have access to suitable housing options</li><li>People with disability have access to quality disability service and supports</li><li>People with disability have access to health and mental health services and attain the highest possible health and wellbeing outcomes throughout their lives</li></ul> | <p>Social Housing Economic Recovery Package to deliver accessible, inclusive and affordable accommodation:</p> <ul style="list-style-type: none"><li>new social housing homes constructed will be built to Liveable Design Housing Australia’s silver standard or higher to better support people with disability.</li><li>refurbishments to target deteriorated supported accommodation such as refuges, residential group homes for children in care, and supported disability accommodation (group homes).</li></ul> |

| Outcome 09                        | People with disability have access to suitable housing options   |        |                      |                     |                          |                                   |
|-----------------------------------|--|--------|----------------------|---------------------|--------------------------|-----------------------------------|
| Lead                              | Actions  | Timing | Strategic Priorities |                     |                          |                                   |
|                                   |  |        | Housing              | Disability services | Health and mental health | Workforce capacity and capability |
| Department of Communities         | <b>9.1 Liveable Design housing</b><br>Increase the availability of Liveable Design housing to provide more housing options for people with disability. A target of 40 per cent of all new builds in Western Australia to Liveable Design standards by 2030 will provide more housing options and choices for people with disability.   | Long   | ●                    |                     |                          |                                   |
| Department of Communities         | <b>9.2 Specialist Disability Accommodation</b><br>Increase the availability of suitable housing options for people with complex disability by developing the Specialist Disability Accommodation (SDA) market in Western Australia. The SDA program will enrol existing State-owned group homes and identify people suitable and in priority need of SDA, such as young people with disability who are residing in nursing and aged care facilities. | Short  | ●                    |                     |                          |                                   |
| Department of Communities         | <b>9.3 Activate the Specialist Disability Accommodation market</b><br>Partner with the SDA Reference Group to activate the SDA market in WA to provide people with disability with more choice of Liveable Design housing options.   | Short  | ●                    |                     |                          |                                   |
| North Metropolitan Health Service | <b>9.4 From hospital to home</b><br>People with newly acquired spinal cord injuries, who are eligible for State Housing, linked to accessible housing upon discharge from hospital via the Reconfiguration of Spinal Cord Injury Services in WA Project.   | Short  | ●                    |                     |                          |                                   |

| Lead   | Actions   | Timing  | Strategic Priorities |                     |                          |                                   |
|--|---|---------|----------------------|---------------------|--------------------------|-----------------------------------|
|  |   |         | Housing              | Disability services | Health and mental health | Workforce capacity and capability |
| Department of Communities                        | <b>9.5 Finding home</b><br>Improve housing literacy and access by providing information, advice, advocacy and assistance on contemporary housing options in WA directly to people with disability and their families.   | Short   | ●                    |                     |                          |                                   |
| <b>Outcome 10</b>                                | People with disability have access to quality disability service and supports   |         |                      |                     |                          |                                   |
| Department of Communities                        | <b>10.1 Quality and safeguarding</b><br>Implement the authorisation of restrictive practices process to encourage the reduction/elimination of the use of restrictive practices.  | Ongoing |                      | ●                   | ●                        |                                   |
| Health and Disability Services Complaints Office | <b>10.2 Continuous improvement of services</b><br>Improve service delivery to people with disability by sharing the complaints trends report. The Disability Service Data Collect Program assists service providers and the disability sector to learn from complaints and identify opportunities for improvement to provide better quality of supports for people with disability. | Ongoing |                      | ●                   | ●                        |                                   |
| WA Police, Department of Communities             | <b>10.3 Safe services for all</b><br>Implement pre-employment worker screening through the commencement of the NDIS Worker Screening Check requirements to ensure people with disability receive services in safe environments.   | Ongoing |                      | ●                   | ●                        | ●                                 |

| Lead  | Actions  | Timing  | Strategic Priorities |                     |                          |                                   |
|---|--|---------|----------------------|---------------------|--------------------------|-----------------------------------|
|   |  |         | Housing              | Disability services | Health and mental health | Workforce capacity and capability |
| Department of Training and Workforce Development              | <b>10.4 Job matching</b><br>Increase the number of trained support workers available for people with disability. The NDIS Job Matching Service is an intermediary service to support disability sector employers to navigate the training system and to link recent graduates and jobseekers with employment opportunities in the disability sector. | Ongoing |                      | ●                   |                          | ●                                 |
| Department of Training and Workforce Development              | <b>10.5 TAFE fee reduction</b><br>Increase the number of qualified disability support workers, including those from diverse backgrounds, by reducing fees for TAFE courses related to disability care qualifications.  | Ongoing |                      | ●                   |                          | ●                                 |
| Department of Training and Workforce Development              | <b>10.6 Addressing regional demand for skilled workers</b><br>Increase the accessibility of place-based training resulting in more qualified disability support workers in the Kimberley and the South-West.   | Ongoing |                      | ●                   |                          | ●                                 |
| National Disability Services WA                               | <b>10.7 Age appropriate services</b><br>Promote the benefits and employment opportunities for young people in the disability sector to give young people with disability the choice to have a support worker of a similar age, increasing the potential for participation in age appropriate activities and youth culture in general.                | Ongoing |                      | ●                   | ●                        | ●                                 |
| Department of Local Government, Sport and Cultural Industries | <b>10.8 Language is no barrier</b><br>Implement the WA Language Services Policy to ensure that people with disability from a CaLD background do not have language as a barrier to equitable access to services, including complaints processes.  | Ongoing |                      | ●                   | ●                        |                                   |



| Lead  | Actions  | Timing  | Strategic Priorities |                     |                          |                                   |
|---|--|---------|----------------------|---------------------|--------------------------|-----------------------------------|
|   |  |         | Housing              | Disability services | Health and mental health | Workforce capacity and capability |
| Department of Local Government, Sport and Cultural Industries | <b>10.9 Responsive CaLD programs</b><br>Services and programs respond to the needs of people with disability from CaLD backgrounds as a requirement of the Western Australian Multicultural Policy Framework.  | Ongoing |                      | ●                   | ●                        |                                   |
| Department of Communities                                     | <b>10.10 Accessible refuge accommodation and support</b><br>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 children escaping domestic violence; and provide information on a range of issues such as housing, income, family court matters, and restraining orders. | Ongoing | ●                    | ●                   | ●                        |                                   |
| Department of Communities                                     | <b>10.11 Engaging with ACCOs</b><br>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.  | Short   |                      | ●                   |                          | ●                                 |
| Department of Education                                       | <b>10.12 Quality information systems</b><br>Strengthen information and data management systems to enhance evidence based decision making in schools.   | Short   |                      | ●                   |                          |                                   |
| Department of Communities                                     | <b>10.13 Innovation Fund</b><br>A fund to invest in initiatives that promote and foster people with disability’s inclusion, participation and independence to realise creative ideas.  | Ongoing | ●                    | ●                   | ●                        | ●                                 |

| Lead  | Actions   | Timing  | Strategic Priorities |                     |                          |                                   |
|---|---|---------|----------------------|---------------------|--------------------------|-----------------------------------|
|   |   |         | Housing              | Disability services | Health and mental health | Workforce capacity and capability |
| Department of Education                                       | <b>10.14 Strengthen partnerships through the National Disability Insurance Scheme</b><br>Support transition to the NDIS and strengthen the interface between third party providers and schools by having clear guidelines and procedures in place.  | Ongoing |                      | ●                   |                          |                                   |
| Department of Education                                       | <b>10.15 Quality services and supports</b><br>Support schools to facilitate and monitor the implementation of the NDIS National Quality and Safeguarding Framework standards in school settings. This will include the development of resources to support the implementation.  | Short   |                      | ●                   |                          |                                   |
| National Disability Services WA and Department of Communities | <b>10.16 Skills passport</b><br>Improve the visibility of industry endorsed competency levels of disability support workers in a centralised platform that can be utilised by disability service providers and self-managers.   | Short   |                      | ●                   |                          | ●                                 |
| <b>Outcome 11</b>   | People with disability have access to health and mental health services and attain the highest possible health and wellbeing outcomes throughout their lives  |         |                      |                     |                          |                                   |
| Mental Health Commission                                      | <b>11.1 WA's first Mental Health Community Care Unit</b><br>Establish Western Australia’s first Community Care Unit, which will provide a community based residential service for adults with significant mental health issues, which will be a highly supported environment providing 24/7 psychosocial, clinical, and peer support. | Short   |                      |                     | ●                        |                                   |

| Lead                     | Actions   | Timing  | Strategic Priorities |                     |                          |                                   |
|--------------------------|---|---------|----------------------|---------------------|--------------------------|-----------------------------------|
|                          |   |         | Housing              | Disability services | Health and mental health | Workforce capacity and capability |
| Department of Health     | <b>11.2 Person-centred dental care</b><br>Improve access to oral health information and State-funded dental care for people with disability by: <ul style="list-style-type: none"><li>• supporting the relocation of the Special Needs Dental Clinic</li><li>• reviewing the current provision of State-funded oral care for people with disability in Western Australia</li><li>• embedding and promoting two new publications to assist patients to access care:<ul style="list-style-type: none"><li>– Planning to go to the dentist – A Guide for Families and Carers of people with Autism’ <a href="https://ddwa.org.au/shop/planning-to-go-to-the-dentist/">https://ddwa.org.au/shop/planning-to-go-to-the-dentist/</a></li><li>– Maggie goes to the Dentist’ – A social story of going to the dentist to help prepare patients and their carers for the sights, sounds and experience of going to the dentist <a href="https://www.dental.wa.gov.au/publications/maggie-goes-dentist/">https://www.dental.wa.gov.au/publications/maggie-goes-dentist/</a></li></ul></li></ul> | Ongoing |                      |                     | ●                        |                                   |
| Mental Health Commission | <b>11.3 Recovery College</b><br>Deliver Western Australia’s first state-wide Recovery College in the Perth metropolitan area, Wheatbelt, South-West and Goldfields. Recovery College is available to everyone in the community and supports individual recovery through creating an educational platform of courses that will be co-designed and co-delivered by people with lived experience of mental health, alcohol and other drug issues.  | Ongoing |                      |                     | ●                        |                                   |

| Lead                      | Actions  | Timing  | Strategic Priorities |                     |                          |                                   |
|---------------------------|--|---------|----------------------|---------------------|--------------------------|-----------------------------------|
|                           |  |         | Housing              | Disability services | Health and mental health | Workforce capacity and capability |
| Department of Health      | <b>11.4 Inclusive hospital services</b><br>Ensure people with disability can access services at hospitals through continuation of the ‘Ready To Go Home’ (RTGH) trial.<br>RTGH is focused on addressing the delays to discharge for people with disability in Western Australian hospitals by: <ul style="list-style-type: none"><li>• understanding the experience of people with disability navigating the hospital discharge process</li><li>• trialling and refining of new and existing resources in Australia</li><li>• the development of new resources co-designed with people with disability, hospital staff and mainstream health services to support discharge</li><li>• the creation of an online resource library to provide useful and practical information to support health practitioners, community services and people with disability and their families with the hospital discharge experience</li><li>• implementation of improved processes across WA hospitals.</li></ul> | Ongoing |                      |                     | ●                        |                                   |
| Disability Health Network | <b>11.5 Connect, share, improve</b><br>Improve health outcomes for people with disability by enabling consumers, families and carers, health professionals, hospitals, health services and the WA Department of Health to engage and collaborate effectively.  | Ongoing |                      |                     | ●                        |                                   |

## Rights and Equity

Through knowledge comes understanding, **awareness and hopefully, eventually, acceptance.**



– Consultation Participant  
A Western Australia for Everyone: **State Disability Strategy 2020-2030**

What it is about – everyone is treated fairly

What it means – “I am treated fairly and with dignity and respect, and my rights are upheld”

| Strategic Priorities  | Outcomes  | Priority Action   |
|---|---|---|
| <ul style="list-style-type: none"><li>• Justice</li><li>• Advocacy</li><li>• Legislation and safety</li><li>• Information</li></ul> | <ul style="list-style-type: none"><li>• Legislation and policies protect the rights and interests of people with disability</li><li>• People with disability and their advocates have their voices heard</li><li>• People with disability are safe from violence, abuse, neglect and exploitation</li><li>• People with disability have access to the right information in the right ways so they can make informed choices and decisions</li></ul> | 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 |



| Outcome 12                | Legislation and policies protect the rights and interests of people with disability   |        |                      |          |                        |             |
|---------------------------|---|--------|----------------------|----------|------------------------|-------------|
| Lead                      | Actions   | Timing | Strategic Priorities |          |                        |             |
|                           |   |        | Justice              | Advocacy | Legislation and safety | Information |
| Department of Communities | <b>12.1 All together for one</b><br>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.  | Short  | ●                    | ●        | ●                      | ●           |
| Department of Communities | <b>12.2 Continuously improving</b><br>Embed continuous improvement practices within policy, service design and service delivery to achieve equitable access and parity of outcomes for people with disability, and in response to matters related to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.   | Short  | ●                    | ●        | ●                      | ●           |
| Department of Justice     | <b>12.3 Modernising criminal justice legislation</b><br>Finalise reforms to the Criminal Law (Mentally Impaired Accused) Act 1996 (WA) to improve justice outcomes for mentally impaired accused people including by: <ul style="list-style-type: none"><li>abolishing indefinite custody orders</li><li>introducing tailored community supervision orders</li><li>introducing a statutory right to access advocacy services.</li></ul> | Short  | ●                    | ●        | ●                      | ●           |
| Department of Justice     | <b>12.4 Improving the Guardianship and Administration Act 1990 (WA)</b><br>Finalise amendments arising from the 2015 Statutory Review of the Guardianship and Administration Act 1990 (WA) aimed at strengthening safeguards for adults with a decision-making disability and improving the overall operation of the Act.   | Short  |                      |          | ●                      |             |

| Lead                      | Actions   | Timing  | Strategic Priorities |          |                        |             |
|---------------------------|---|---------|----------------------|----------|------------------------|-------------|
|                           |   |         | Justice              | Advocacy | Legislation and safety | Information |
| Department of Justice     | <b>12.5 Identification and support in the corrective services system</b><br>Investigate opportunities to enhance the early identification of, and support for, people with disability who enter the corrective services system to improve outcomes for individuals, their families and the broader community.   | Ongoing | ●                    |          |                        |             |
| Department of Justice     | <b>12.6 Improving responses in the courts</b><br>Investigate opportunities to improve the courts’ responses for people with disability, including to: <ul style="list-style-type: none"><li>expand the Intellectual Disability Diversion Program</li><li>create a central, dedicated court list for people who may not be fit to stand trial under the Criminal Law (Mentally Impaired Accused) Act 1996 (WA) or equivalent future legislation.</li></ul> | Medium  | ●                    |          |                        |             |
| Department of Communities | <b>12.7 Support through Justice</b><br>Provide a Disability Support Liaison Officer regularly at the Perth Children’s Court to provide information to Magistrates and court-based services around the needs of, and supports available to, people with disability in the justice system.  | Ongoing |                      | ●        |                        |             |
| WA Police                 | <b>12.8 Accommodating our needs</b><br>Consider and accommodate the needs of people with disability while in police care or using police facilities.  | Ongoing |                      |          | ●                      | ●           |

| Outcome 13                | People with disability and their advocates have their voices heard  |         |                      |          |                        |             |
|---------------------------|---|---------|----------------------|----------|------------------------|-------------|
| Lead                      | Actions   | Timing  | Strategic Priorities |          |                        |             |
|                           |   |         | Justice              | Advocacy | Legislation and safety | Information |
| Department of Communities | <b>13.1 Strengthening sector advocacy</b><br>Support and work with existing advocacy organisations to enable people with disability to advocate for themselves.   | Ongoing |                      | ●        |                        |             |
| Department of Education   | <b>13.2 Education for us, with us</b><br>People with disability, including students, have opportunities to participate in public consultations conducted by the Department of Education.                              | Ongoing |                      | ●        |                        |             |
| Department of Education   | <b>13.3 Information and options</b><br>People with disability, including students, have the opportunity to provide feedback and/or raise complaints to the Department of Education.                                   | Ongoing |                      | ●        |                        |             |
| Department of Education   | <b>13.4 Data to inform</b><br>Strengthen the Department of Education's ability to respond to complaints raised by people with disability through clear and accessible complaints management procedures and processes. | Ongoing |                      | ●        |                        |             |

| Outcome 14                | People with disability are safe from violence, abuse, neglect and exploitation   |         |                      |          |                        |             |
|---------------------------|--|---------|----------------------|----------|------------------------|-------------|
| Lead                      | Actions  | Timing  | Strategic Priorities |          |                        |             |
|                           |  |         | Justice              | Advocacy | Legislation and safety | Information |
| Department of Communities | <b>14.1 Positive Behaviour Support Practitioners</b><br>Increase the number of qualified Positive Behaviour Support Practitioners available in WA to develop positive behaviour plans, to support people with complex needs.   | Ongoing |                      |          | ●                      | ●           |
| Department of Communities | <b>14.2 Keeping people with disability safe</b><br>Protect the safety of a person with disability or other members of the community by encouraging the reduction and elimination of restrictive practices and enable the authorisation of restrictive practices, where there are no other options available.   | Ongoing |                      |          | ●                      | ●           |
| Department of Communities | <b>14.3. Presenting the views of people with disability during the Royal Commission</b><br>Support disability advocacy organisations and peak disability bodies to continue to engage with Western Australians with disability regarding their safeguarding concerns and experiences, for presentation to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. | Ongoing |                      | ●        |                        | ●           |
| Department of Justice     | <b>14.4 Support for victims of crime</b><br>Investigate opportunities to better identify and support victims of crime who have disability.   | Short   | ●                    |          |                        |             |

| Lead                      | Actions  | Timing  | Strategic Priorities |          |                        |             |
|---------------------------|--|---------|----------------------|----------|------------------------|-------------|
|                           |  |         | Justice              | Advocacy | Legislation and safety | Information |
| Department of Communities | <b>14.5 Educate for Justice</b><br>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"><li>• providing wallet cards for all WA Police Officers and posters for police stations</li><li>• regular training to staff from Department of Justice (both prison and community based); training for WA Police whenever possible; Transperth Transit Guards and other agencies as required as part of onboarding.</li></ul> | Ongoing |                      | ●        |                        | ●           |
| Department of Education   | <b>14.6 Learning, wellbeing and positive behaviour</b><br>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. For example, schools will work with students and their families to establish agreed behaviour management plans that will support the student in a learning setting and minimise or eliminate restrictive practices.  | Ongoing |                      |          | ●                      |             |
| WA Police                 | <b>14.7 Autism Alert Card</b><br>In conjunction with the Autism Association of Western Australia, deliver the Autism Alert Card to alert emergency services, including Police, that the person carrying the card may have communication difficulties or show signs of unusual behaviours.  | Ongoing | ●                    |          | ●                      |             |

| Outcome 15                | People with disability have access to the right information in the right ways so they can make informed choices and decisions  |         |                      |          |                        |             |
|---------------------------|--|---------|----------------------|----------|------------------------|-------------|
| Lead                      | Actions  | Timing  | Strategic Priorities |          |                        |             |
|                           |  |         | Justice              | Advocacy | Legislation and safety | Information |
| Department of Communities | <b>15.1 One community for everyone</b><br>Ensure access to safe, welcoming and culturally responsive services are available for vulnerable cohorts of people living with disability. This includes young people, CaLD people, LGBTQI+ people and Aboriginal and Torres Strait Islanders. | Ongoing |                      | ●        |                        |             |





# A Western Australia for Everyone

## State Disability Strategy Action Plan

**2020**  
**2030**

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