

OSHP 003	
Disability Access and Inclusion Plan	
Scope (Staff):	All team members
Scope (Area):	All areas of the organisation

Aim

The objective of this plan is to ensure that HelpingMinds services are accessible and inclusive of individuals with a disability.

Definitions

Client: In the context of this policy, is inclusive of consumers, participants and carers.

Disability: According to the Disability Services Act 1993 (the Act) a disability can be defined according to the following criteria:

disability means a disability —

- I. which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment or a combination of those impairments; and
- II. which is permanent or likely to be permanent; and
- III. which may or may not be of a chronic or episodic nature; and
- IV. which results in —
 - a. a substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
 - b. a need for continuing support services

disability service means —

- I. a service provided specifically for people with disability, whether by carers or others; or
- II. a service provided specifically for carers;

HelpingMinds is therefore defined as a disability service.

We acknowledge that although we specialise in service provision for individuals with psychosocial disability and their carers, there are a number of clients we support who live additional physical disabilities

DAIP: Disability Access and Inclusion Policy

Team members: In the context of this policy, is inclusive of full time, part time, casuals and volunteers.

Disability Services Outcomes

The seven outcomes outlined below are in the Disability Services Regulations 2015 (*part of the Disability Services Act 1993*) and must be addressed by any organisation in their Disability Access and Inclusion Plan.

Outcome 1: Services

People with disability have the same opportunities as other people to access the services of, and any event by HelpingMinds.

Outcome 2: Facilities

People with disability have the same opportunities as other people to access the buildings and other facilities of HelpingMinds.

Outcome 3: Information

People with disability receive information from HelpingMinds in a format that will enable them to access the information as readily as other people are able to access it.

Outcome 4: Service Quality

People with disability receive the same level and quality of service from the team member of HelpingMinds as other people receive from the HelpingMinds team member.

Outcome 5: Complaints

People with disability have the same opportunities as other people to make complaints to HelpingMinds.

Outcome 6: Consultation

People with disability have the same opportunities as other people to participate in any public consultation by HelpingMinds.

Outcome 7: Employment

People with disability have the same opportunities as other people to obtain and maintain employment with HelpingMinds

Document Version Control			
Date	Version	Author	Notes
19/12/2019	1	Project Officer	Initial endorsement