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

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