



# WESTERN AUSTRALIA POLICE FORCE



## DISABILITY ACCESS AND INCLUSION PLAN

2023-2025



## ACKNOWLEDGEMENT

The Western Australia Police Force proudly acknowledges the Traditional Custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander peoples and their cultures; and to Elders both past, present and emerging.

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## COMMISSIONER'S FOREWORD

It is my pleasure to present the Western Australia Police Force Disability Access and Inclusion Plan (DAIP) 2023-2025.

The WA Police Force has been strategically focused in this area for some 25 years, when the Disability Service Plan was developed in 1998 and has continued to evolve with the changing needs of the community since then and more recently through the challenges presented by COVID-19.

The strategies and actions outlined in the DAIP 2023-25 reflect the agency's commitment to accessibility and inclusion, with direct linkages to the organisation's Multicultural Action Plan (MAP) 2023-2025 and Equal Opportunity Employment Management Plan (EEOEP) 2023-2025.

It aims to target the needs identified for people with disability and has been informed by stakeholder consultation (internally and externally), research, agency responsibilities in the Australia's Disability Strategy 2021-2031 (ADS) and the State Disability Strategy, Action Plan 2020-2030 (SDS), and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability - Research Report - Police responses to people with disability October 2021.

Importantly, the DAIP 2023-2025 timeframe of two years serves to establish alignment with the agency's diversity and inclusion strategic plans, creating a platform for greater opportunity in consolidated approaches and outcomes.

I would like to thank all those who have contributed to the implementation of the outgoing DAIP and in development of the new DAIP, particularly those with the lived experience, including families, carers and service providers for their valuable input.

We look forward to expanding our collaboration and engagement as we work together to deliver positive outcomes for people with disability.



COL BLANCH APM  
COMMISSIONER OF POLICE

## INTRODUCTION

It is the priority for the WA Police Force to provide professional, accessible and appropriate services for all Western Australians, including people with disability, their families and carers. The agency remains committed to continuous improvement, with the DAIP 2023-2025 providing a framework to identify and implement changes that will help achieve the Plan's successful implementation, through its targeted strategies and actions designed to align with the seven outcome areas required in alignment with state and federal government directions.

The organisation takes diversity and inclusion seriously and this Plan is designed to accompany a series of WA Police Force plans in this space, intersecting with a range of key strategic focus points outlined below including legislation, other public sector strategies and WA Police Force plans.

### Legislation:

*Disability Services Act 1993* (under revision)

*Equal Opportunity Act 1984*

### National and State Strategies:

Australia's Disability Strategy 2021-2031

A Western Australia for Everyone: State Disability Strategy 2020-2030

### Public Sector Strategies

Multicultural Policy Framework 2020

Public Sector Commission, Workforce Diversity and Inclusion Strategy and Action Plans 2020-2025

Department of Communities, Stronger Together, WA's Plan for Gender Equality

Department of Communities, First Action Plan, Path to Safety, Western Australia's Strategy to reduce Family and Domestic Violence 2020-2030

Mental Health Commission, The Western Australian Mental Health, Alcohol and Other Drug Services Plan 2015-2025

### WA Police Force

Reconciliation Action Plan 2023-2025

Multicultural Action Plan 2023-2025

Equal Employment Opportunity Management Plan 2023-2025

## OUR COMMUNITY

The Western Australian community is large and diverse, made up of many different cultural backgrounds, faiths and languages, including First Nations Australians. All of which have community members living with disability who have varied accessibility and inclusion needs.

Data shows that some 411,500 Western Australians have disability, 50% of the Australian population over the age of 65 years of age have a disability (Australian Bureau of Statistics 2019).

The WA Police Force is highly aware of its responsibilities to these people and the need to focus strategically to deliver better outcomes for people with disability, both within communities and internally within the organisation.

## OUR WORKFORCE

Out of the agency's total workforce of 10,188, 8,786 employees opted to share personal diversity information on our systems. Of that group, 189 (2.2%) self-identified as having a disability.

The WA Police force continues to be committed to its focus on people with disability and to provide employment opportunities within the organisation.

## OUR PROGRESS TO DATE - DAIP 2018 - 2022

Significant work has progressed through the implementation period of the outgoing DAIP, the following provides details in that regard:

### Access to services and events

- The WA Police Force and the Disability Services Justice Unit now share information regarding persons in custody at the Perth Watch House who are under the care of a Disability Services Referral.
- All WA Police Force officers were approved to refer relevant cases/matter regarding National Disability Insurance Scheme (NDIS) crisis disability support, for NDIS participants aged 18 and over, to the National Disability Insurance Agency (NDIA) After Hours Crisis Referral Line for Exceptionally Complex Support Needs Program and NDIS COVID-19 update.
- Through the Law Enforcement Torch Run WA (LETR), the WA Police Force are supporting people with an intellectual disability to participate in sports and achieve their personal goals. The LETR is a global movement involving over 110,000 officers worldwide who raise awareness and funds for people with intellectual disability, through local sporting programs delivered by Special Olympics.
- 'Safe and Found WA' is a WA Police Force initiative in partnership with Australia Medic Alert Foundation, and assists Police with immediate access to critical information should a vulnerable person become lost or be reported missing. This initiative has saved lives since its implementation.
- A disability specific resource kit, is now available to all police stations and relevant business areas via the agency's intranet. The kit provides posters and literature to assist all employees with understanding services available for people with disability, including access to interpreting services, builds awareness of the complexities of disability.

### Access to buildings and facilities

- Police stations are designed, built and upgraded in accordance with WA Police Force Standards and Guidelines which align with Australian Building Code Standards. Implementation of the agency's Social Procurement Strategy also aligns with works to enhance existing buildings.
- The Road Safety Commission (RSC) improved access to facilities for its move in June 2022 and ensuring the new premises is a welcoming and inclusive environment.
- Significant works have taken place in building the new Armadale Police Station and upgrades across numerous existing sites ensuring accessibility for visitors and staff ranging from lifts, wheelchair access and ACROD parking to universal toilet facilities.
- The Child Assessment and Interview Team in Perth has ensured state of the art accessibility to their facilities, ensuring the highest standard of interview rooms are available, in consultation with key service providers.
- Automated Interview Plans now assist police officers when interviewing witnesses and suspects including those with vulnerabilities.
- Safety training packages and evacuation plans include Personal Evacuation Emergency Plans for employees with mobility challenges are available for managers/ supervisors to complete.
- Occupational safety and health induction documents include mandatory information to identify and record the needs of people with disability. Human resources policies and processes ensure people with disability can be identified discretely, so managers are aware of any individual requirements.

## Access to information

- Information about policing services is available in a range of formats for people with disabilities on request and the WA Police Force website continues to be upgraded to comply with accessibility standards. Accessibility and compliance with the standards are an ongoing commitment.
- Client-focussed services are accessed through the National Disability Insurance Care support services (NDIS). This ensures police officers can provide appropriate services for people in their care.

## Quality of service

- The introduction of specific training for the interviewing of persons with Foetal Alcohol Syndrome Disorder has also developed an adjunct to Regional WA induction packages around understanding issues associated with interviewing Aboriginal people or those that do not have English as a first language.
- Development and review of course material and programs are ongoing with the objective to improve understanding of the issues faced by people with disability whilst the enhancing levels of engagement and outcomes. Targeted material is delivered across the business to recruits and at all relevant in-service training courses or courses offered to service police officers and police staff.
- Through Autism Australia, three videos have been commissioned to create a greater understanding of assisting people with Autism. In partnership with the Department of Communities Disability Services - Justice Prevention & Diversion Division, police officers are now issued with a specialised disability alert card and information poster to assist communication to community members with disability.
- The Mental Health Co-Response (MHCR) Program ensures a targeted, person focused service is delivered to people experiencing a mental health crisis. MHCR values diversity and continues to build its awareness and understanding of the range of disability people may experience.
- Partnership with the Department of Communities Office of Disability, Disability Justice Prevention and Diversion has resulted in Disability Alerts Information posters, and Disability Alert Cards developed for WA Police Force, that are provided to cadets, recruits and in-service employees.
- The WA Police Force has collaborated with the Autism Association of Western Australia over the last few years to support the launch of a state-wide 'Autism Alert Card'. Autism Australia partnered with the agency to develop a training course titled "Vulnerable People and Effective Communications".
- The dual-purpose Autism Alert Card alerts officers that the person they are connecting with, or have had to detain, is autistic and vulnerable. They may need additional care and, where appropriate, be considered for diversion from the justice system into the care of a family member or carer. Importantly, the card provides greater community and individual confidence and trust in the WA Police Force, demonstrating that officers are acting in the interest of the needs of others.
- The Family Violence Division continued their work to ensure more positive outcomes for people with disability and the wider community. The Family Violence Code of Practice ensures diverse groups are catered for within an end to end investigation process.
- The Family Violence Information Support Card is now mandated for distribution to all victims and persons involved in a Family Violence incident, including people with disability, providing support services contact details. Additionally, the Family Violence application, installed on all One-Force digital devices, includes information on topics specific to attending incidents.
- The WA Police Force now partners with the Department of Communities to ensure a screening process for NDIS workers to determine that applicants do not present an unacceptable risk of harm to people with disability.
- The Mental Health Co-Response Unit, in collaboration with the Digital Policing Unit developed an application on the "Hey Sarge" platform. The Mental Health app on One Force mobile phones provides information to officers covering legislation, powers, policy and procedure which can be used at the first point of contact in the community.

- Promotion of diversity and inclusion events has been undertaken with the development of a calendar of significant events and supporting communications activities. This assists with building awareness and encouraging participation of employees across the agency. Promotion occurs via the agency's website, newsletter and social media channels. Examples include, but are not limited to; World Autism Week and International Day of People with Disability.

### Accessible complaints and feedback mechanisms

- We provide a variety of methods for complaints to be made including face to face access at 24-hour police stations, 24-hour access to phone 131 444, a phone message bank service, email or in writing. Access to an AUSLAN interpreter where requested and an SMS Assist service is also available with information accessed via the WA Police Force website.
- Ongoing consultation includes disability advocates, stakeholders and internal and external reference groups. Their participation assists with consultative processes to inform our strategies and will be integral for the development of the DAIP 2023 - 2025.
- Feedback was sought from a range of disability service providers on the accessibility of the process for making complaints and providing feedback via our public website. This identified improvements that can be made to the features of the website. This feedback will inform future developments of the website presentation and functionality.

### Participation in public consultation

- The WA Police Force consulted widely during the development of the Disability Access and Inclusion Plan 2018-2022 and continues to ensure that disability stakeholders are consulted regarding future DAIP development. Ongoing consultation includes disability advocates, services providers and the community. Their participation assists with consultative processes to inform the agency's strategies. They are integral to the development of the DAIP 2023 – 2025 and going forward.
- The Road Safety Commission hosts a Vulnerable Road Users Group that meets each quarter. The group meets to discuss road safety matters for various road users including, pedestrians, motorcyclists, and people with disability. The group was consulted regarding the development of the State Road Safety Strategy.
- During development of the strategy, the Road Safety Commission produced a consultation paper and feedback form that were available in different formats on request. An online component of the consultation process provided for remote accessibility and public forums and events were held in accessible venues.

### Opportunities to obtain and maintain employment

- All legislative requirements are met through sound policies, guidelines and procedures, in addition to the ongoing maintenance of skills and knowledge base of staff and management around appropriate policy, processes, considerations, behaviour and facilities (i.e. workspace, technology and equipment).
- Job advertisement branding has been enhanced to encourage applicants from diverse backgrounds with specific mention of people with disability.
- Personal Emergency Evacuation Plan (PEEP) policy and procedures have been developed and implemented guiding fire wardens, managers, employees and Fire and Emergency personnel in appropriate documentation, management and implementation requirements whereby evacuation procedures for people with disability are required.
- A number of contracts exist across the agency employing disability enterprises to fulfill services required by the WA Police Force. These have included gardening, painting and cleaning, document distribution and creation, in addition to catering services through the Blue Bean Cafe at Police Headquarters.
- The employee diversity profile mechanism within the agency has been expanded to allow all staff to self-identify additional particulars focused on diversity and inclusion. The new features include the ability to provide more information regarding disabilities for use in reporting and strategic planning.



## COVID-19 response

- Care was taken to ensure people with disability did not experience inadvertent discrimination when engaging with the systems and requirements supporting the State's COVID-19 public health response.
- A close working relationship with the Department of the Premier and Cabinet and the Department of Health ensured that online information was accessible, easy to read and easy to understand.
- Travel exemption decisions were reviewed to account for travellers with complex needs, including those with disabilities, and dedicated officers at arrival points to assist passengers experiencing challenges with the G2G Pass application process.

## DAIP 2023 – 2025 development

- A new DAIP 2023 - 2025 has been developed with a two (2) year life span . This facilitates the opportunity to align the dates for all diversity and inclusion publications within the agency and the development of strategic and sustainable future focused approaches, in collaboration with stakeholders and the community in the spirit of co-design.

## DEVELOPMENT OF THE DAIP 2023-2025

The development of the DAIP 2023 – 2025 involved comprehensive review of monitoring, tracking and reporting documentation of the outgoing DAIP 2018 – 2022, research, consideration of ADS and SDS responsibilities, the Disability Royal Commission Report 2021 and consultation with internal and external stakeholders.

The WA Police Force offered the opportunity to provide contributions to the development of the new DAIP to stakeholders internally, to all employees and business areas, including the Road Safety Commission; and externally to the general public and key sector service providers. This was promoted online and via direct email. A survey was developed and distributed to some key sector service providers.

It is intended that consultation and engagement will be further advanced in 2025, to include co-design, with the establishment of the superseding DAIP. That Plan will return to having a longer life span, successfully achieving the aim of aligned time-frames for the family of diversity and inclusion plans that exist within the agency. This will result in greater efficiency and effectiveness to be gained for all concerned.

This plan has been developed and published with the endorsement of the Corporate Executive and will be implemented across the organisation under the auspice of the Workforce Committee.

## GOVERNANCE

Within the agency, the Workforce Planning Unit maintains responsibility for the development of the DAIP and reporting functions.

The Workforce Committee, established in May 2023, functions as the strategic governance body for the DAIP. This committee is made up of senior level across-agency representation, providing the drivers required, directly attached to business areas, to facilitate ownership, implementation, monitoring, tracking and reporting on the DAIP and other diversity and inclusion focused initiatives.

Progress regarding implementation of the DAIP strategies and actions will be monitored and tracked to ensure reporting requirements are met and initiatives are identified and able to succeed. Reports will be prepared for the governing Workforce Committee as required, annually for the Department of Communities and for the WA Police Force Annual Report.

## DAIP 2023 to 2025 STRATEGIES AND ACTIONS

New Strategies	Actions
Outcome Area 1. People with disability have the same opportunities as other people to access services of, and any events organised by the WA Police Force	
1.1 Examine the appropriateness of service delivery for people with disability - Policies, practices and procedures, including communications (on and offline).	<ul style="list-style-type: none"> <li>i. Whole of agency assessment, by respective portfolios, of policies, practices and procedures to ensure that they meet the needs of people with disability.</li> <li>ii. Assessment of communication methods and systems (including websites) to ensure accessibility, including use of technology .e.g. audible content, easy read text/ documents and provision for a range of formats to cater for disability needs.</li> </ul>
1.2 Ongoing training and education - for all officers and staff regarding the complexity of disability, communication and ensuring inclusive behaviour and/or development of policy, systems or processes.	<ul style="list-style-type: none"> <li>i. Monitoring and ongoing review of recruit, in-service, and eForce training initiatives, considering co-design and partnership approaches.</li> </ul>
1.3 Improve WA Police data collection and reporting mechanisms for people with disability – victims, perpetrators/suspects and use intelligence to improve service delivery.	<ul style="list-style-type: none"> <li>i. Assessment of current data collection and reporting mechanisms and provision of recommended enhancements for consideration.</li> </ul>
1.4 Develop Standard Operating Procedures (SOPs) adding alerts on IMS for people with disability, including attachments. Enabling future interactions to be better informed and facilitate positive outcomes.	<ul style="list-style-type: none"> <li>i. Assess standard operating procedures (SOPs) required, recommend approach, initiate, develop and publish relevant communications.</li> </ul>
1.5 Encourage strategies that build a safer community for people with disability through crime prevention grants funding.	<ul style="list-style-type: none"> <li>i. Develop and initiate a grants program for funding initiatives focused on people with disability and crime prevention.</li> </ul>
1.6 Build and maintain strategic corporate partnerships to develop initiatives that target crime reduction for People with Disability.	<ul style="list-style-type: none"> <li>i. Establish strategic partnerships with organisations supporting people with disability, co-designing to undertake targeted crime reduction strategies and engagement.</li> </ul>
1.7 DAIP strategy and action commitments are integrated into business area action plans.	<ul style="list-style-type: none"> <li>i. All business areas to include relevant strategies and actions written in to business plans and corporate reporting mechanisms</li> </ul>
1.8 Initiate and support events, initiatives and projects that strengthen relationships and understanding for people with disability.	<ul style="list-style-type: none"> <li>i. Business areas to identify opportunities and meaningful engagement initiatives (e.g. attendance at the Disability Expo, Royal Show, All Abilities Expo, community events, presentations, groups etc.).</li> </ul>
1.9 Creating Safe Communities, providing ongoing opportunities for people with disability and disability service organisations to contribute regarding access and inclusion issues faced with services delivered by the WA Police Force and the Road Safety Commission. (*Ref: SDS 5.7)	<ul style="list-style-type: none"> <li>i. Add a complaints and /or feedback mechanism via the home page of the WA Police Force website. Ensuring all forms are accessible for a range of disabilities.</li> </ul>
1.10 Safe services for all. Implement pre-employment worker screening through the NDIS Worker Screening Check process to ensure people with disability receive services in safe environments. (*Ref: SDS10.3)	<ul style="list-style-type: none"> <li>i. Investigate and facilitate requirements in partnership with Communities.</li> </ul>

## DAIP 2023 to 2025 STRATEGIES AND ACTIONS

New Strategies	Actions
1.11 Consider and accommodate the needs of people with disability while in police care or using police facilities. (SDS 12.8)	<ul style="list-style-type: none"> <li>i. Consult with disability organisations to assess existing policies, procedures and facilities.</li> <li>ii. Consider outcomes of consultation and recommend enhancements.</li> <li>iii. Develop plan and implement.</li> </ul>
1.12 Autism Alert Card in conjunction with the Autism Association of Western Australia, deliver the Autism Alert Card to notify emergency services, including Police, that the person carrying the card may have communication difficulties or show signs of unusual behaviours. (*Ref: SDS 14.7)	<ul style="list-style-type: none"> <li>i. Maintain partnership with Autism Western Australia to monitor and/or improve the Autism Alert Card initiative (already in circulation).</li> <li>ii. Promote availability of the card to all employees via the Disability Resources and Information Toolkit.</li> </ul>
1.13 Educate for Justice. Receive training and materials from Department of Communities, building awareness regarding people with disability in the justice system, whenever possible. (**Ref: ADS TAP)	<ul style="list-style-type: none"> <li>i. Partner with Department of Communities, wherever possible, to receive and promote awareness-building training and materials regarding people with disability.</li> </ul>
Outcome Area 2. People with disability have the same opportunities as other people to access the buildings and other facilities of the WA Police Force.	
2.1 Feedback regarding accessibility concerns, from employees or visitors with a disability, is acted upon in a timely and appropriate manner.	<ul style="list-style-type: none"> <li>i. Develop and maintain reportable process(es) and records, e.g. a register, that reflects the relevant contact details, concern/subject matter and the appropriate action taken regarding the matter.</li> </ul>
2.2 Ensure the accessibility of all WA Police Force buildings, infrastructure and workspaces, owned and/or leased (including technology e.g. sound and audio technology, furnishings) for the general public and all employees.	<ul style="list-style-type: none"> <li>i. Report on new and existing infrastructure developments catering for people with disability – build environment, technology, facilities and/or furnishings.</li> <li>ii. Update induction and health and welfare policy/ packages across agency to ensure the diverse accessibility requirements of people with disability are catered for regarding technology, facilities and/or furnishings.</li> <li>iii. Plans for installation of appropriate accessibility technology or processes (e.g. considering those with sensory, sight and/or hearing challenges) in agency interview / meeting rooms and workspaces, providing ready access for employees and visitors.</li> </ul>
Outcome Area 3. People with disability receive information from the WA Police Force in a format that will enable them to access the information as readily as other people are able to access it.	
3.1 Strengthen the accessibility for people with disability in all WA Police website - content, including accessibility focused technology and features (e.g. hands-free listening, translated text, easy read publications and content).	<ul style="list-style-type: none"> <li>i. Update all areas of website to incorporate a high standard of accessibility features e.g. audible versions of documents, forms, processes and general content, in line with government standards.</li> </ul>
3.2 Provide information and publications in formats appropriate for people with disability, considering the range of disabilities experienced in the community (e.g. braille, audio and easy read formats).	<ul style="list-style-type: none"> <li>i. All business areas to ensure easy read and audio versions of publications/materials are easily accessible on intranet and internet.</li> </ul>

## DAIP 2023 to 2025 STRATEGIES AND ACTIONS

New Strategies	Actions
Outcome Area 4. People with disability receive the same level and quality of service from the staff of WA Police Force as other people receive from the staff at WA Police Force.	
4.1 Provide access to support person for people with disability contacting police or in police care.	i. WA Police participates in the Independent Support Persons Project, for People with Disability (Coordinated through the Department of Communities).
4.2 Provide access to a dedicated contact line for people with disability for those feeling intimidated by or concerned about contacting Police and interacting with a Police Officer initially.	i. Assess requirements and feasibility of establishing a dedicated contact line (or similar), with a disability trained responder, and implement appropriate mechanisms
4.3 Ensure WA Police Force employees can contribute to accessibility and inclusion progress within the agency.	i. Establish and maintain an online 'Poss-ability' / 'Abilities' (think tank style) mechanism for employees to share issues and ideas regarding access and inclusion opportunities within the agency. With dual purpose provision for internal consultation and co-design.
4.4 Ensure procurement policy, strategy, and guidelines are inclusive.	i. Implement and report the progress of the WA Police Force Social Procurement Strategy and Action Plan (2021). ii. Measure and report on the number of contractors engaged that are inclusive/employing people with disability.
Outcome Area 5. People with disability have the same opportunities as other people to make complaints to the WA Police Force.	
5.1 Improve the knowledge of employees concerning the needs and culture of people with disability, the nature of unconscious bias including substantive equality expectations, so they can facilitate timely and professional interactions.	i. Work with peak disability organisations who specialise in the provision of disability awareness training and community organisations to develop strategies to remove barriers to approach police. ii. Agency wide engagement and promotion of substantive equality principles and expectations as aligned to State Government substantive equality framework.
5.2 Improve organisational online/web-based complaint and feedback mechanisms for people with disability, ensuring they are easy to find and widely accessible technically.	i. Contract an Accessibility Audit of WA Police Force websites (incl. Road Safety Commission), including online and offline complaints and feedback policies and practices. ii. Consider enhancements to online/web-based products; report recommendations and implement initiatives.
Outcome Area 6. People with disability have the same opportunities as other people to participate in any public consultation by WA Police Force.	
6.1 Public consultation is undertaken and includes consultation with key service providers and/or advocates to consider the needs of people with disability.	i. Establish a disability specialised advisory group for consultation purposes. ii. All business areas actively consult with people with disability and maintain a record for reporting purposes.

## DAIP 2023 to 2025 STRATEGIES AND ACTIONS

New Strategies	Actions
Outcome Area 7. People with disability have the same opportunities as other people to obtain and maintain employment within the WA Police Force.	
7.1 Examine the barriers in attracting and recruiting of people with disability and aim to increase the number of people with disability employed by the WA Police Force.	i. Assessment of current selection and recruitment practices and report findings for consideration with recommendations.
7.2 Improve WA Police Force employee data collection, regarding employees with disability	i. Encourage employees to update SIMR profiles at induction and at intervals during the year through communications strategies that approach employees using online and line management channels. ii. Assess existing methods and data holdings for improvement and report for consideration.
7.3 Partner with Jobs and Skills Centres, disability employment service providers and networks to engage with and attract people with disability who are seeking employment. (*Ref: SDS 2.2)	i. Identify and secure partnerships and networks (e.g. Curtin University).
7.4 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 5% by the end of 2025. (*Ref: SDS 2.3)	i. Identify and develop strategies to increase the employment of people with disability in the workforce in WA Police (currently 2.1%).
7.5 State Government agencies to become accredited Disability Confident Recruiters. Noting that the Department of Communities and the Department of Biodiversity, Conservation and Attractions hold such accreditation. (*Ref: SDS 2.6)	WA Police Force to become an accredited Disability Confident Recruiter. i. Identify requirements. ii. Ensure compliance. iii. Secure and maintain accreditation.
Outcome Area 8: People with disability are celebrated by the WA Police Force	
8.1 The Power of Positive Narrative highlight people with disability's stories and achievements in all internal and external communications, including mandatory reporting, to showcase the diverse skills and achievements of people with disability. (*Ref: SDS 3.2)	i. Consider appropriate ways to achieve this that align with the desires of employees, the community and/or partners. ii. Sponsor and promote achievement awards put forth by disability support organisations. iii. Promote grants provided to disability organisations.
(Note: *SDS – State Disability Strategy 2020 – 2030 requirement; **ADS – Australian Disability Strategy 2021-2031 requirement).	

Disclaimer: The information contained in this publication is provided in good faith and believed to be accurate at time of publication. The State shall in no way be liable for any loss sustained or incurred by anyone relying on the information.

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