



DIRECTOR OF PUBLIC PROSECUTIONS

for WESTERN AUSTRALIA

Disability Access and Inclusion Plan 2019–24

**This plan is available on our website
(<https://www.dpp.wa.gov.au>).**

**Alternative formats such as large print, electronic format
(disk or emailed), audio or Braille are available on request.**

**Please contact the ODPP on (08) 9425 3999 to request
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Message from the Director of Public Prosecutions

Currently it is estimated that 4.3 million Australians have a disability, representing almost 1 person in 5 of the Australian population¹. This prevalence rate has remained relatively stable over time which indicates a significant ongoing issue. People with disability face many challenges in accessing services, facilities and information and participating in community life. With the provision of accessible and inclusive services, facilities and information, people with disability are able to lead lives of greater independence and participation and have choice in our community.

In accordance with the Disability Services Act 1993 public sector organisations are required to have a Disability Access and Inclusion Plan (DAIP) to ensure that they make their services, facilities and information accessible for people with disability. I am pleased that the Office of the Director of Public Prosecutions (ODPP) has always endeavoured to ensure that people with disability who may come into contact with the ODPP during the course of criminal prosecutions receive the same level of information or services as all members of the community receive. In that sense while producing this DAIP is a statutory obligation, it reflects what we have always strived to achieve.

In the initial DAIP (2007-12) the ODPP made a commitment to facilitate the inclusion of people with disability through the improvement of access to its information, services and facilities. This objective continues in our third DAIP with a renewed commitment to the plan, and I am determined that access and inclusion will form a key part of the selection and fit-out of new accommodation for the ODPP when we move office locations in mid 2020.

I encourage all ODPP employees to accept responsibility for achieving the outcomes identified in this Plan.

¹ 2015 Survey of Disability, Ageing and Carers (<https://www.abs.gov.au/ausstats/abs@.nsf/mf/4430.0>)

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Organisation Profile

The Office of the Director of Public Prosecutions for Western Australia (ODPP) is a public sector government agency. It conducts prosecutions independently of the Government and reports to Parliament through the Attorney General. It is a critical participant in the administration of justice within Western Australia, providing a fair and just criminal prosecution service.

The ODPP's core work is the prosecution of serious criminal offences in the Supreme and District Courts. It also manages indictable matters in the Magistrates Court, and undertakes prosecutions in the Children's Court. It brings and conducts appeals, secures extraditions, manages proceedings under the *Dangerous Sexual Offenders Act 2006* and brings forfeiture proceedings under the *Criminal Property Confiscations Act 2000*.

OUR MISSION

To provide the people of Western Australia with a fair and just criminal prosecution service.

OUR VISION

To provide the highest quality prosecution service for the people of Western Australia.

OUR VALUES

The ODPP is committed to the following core values in order to achieve its vision:

Justice
Integrity
Excellence
Independence
Respect
Leadership
Accountability

Although, the mission of the ODPP *is to provide the people of Western Australia with an independent and effective criminal prosecution service, which is both fair and just*, due to the nature of the ODPP's business it does not have extensive contact with the public and is not a service that is generally accessed by the public.

The ODPP's primary contact with individual members of the public arises if they are drawn into the criminal justice system as the victim of a crime or as a witness to a serious crime. The ODPP's contact with these members of the public as victims of crime or witnesses will generally only be for the duration of the prosecution case, with contact predominantly occurring at the ODPP's premises and/or at court buildings in Perth or in major regional centres.

Planning for better access

A 'Fair Go' for Everyone.

The ODPP is committed to working in ways that are accessible to and inclusive of everyone including people with disability.

It is acknowledged and recognised that all citizens contribute to the social, economic, and cultural life of the community.

The Western Australian Disability Services Act 1993 (DSA) requires that all public authorities (State Government agencies and Local Governments) implement a DAIP to ensure that people with disability have equity of access and inclusion to services, functions, facilities and information provided by the authority.

It's about building strong communities. Strong communities are friendly and welcoming places where everyone can experience a sense of belonging, can feel that they matter, and can contribute.

The overarching goal of a DAIP is to provide equity of access and inclusion to all services, buildings, facilities, functions and information provided by the public authority by identifying and redressing barriers that either restrict or prevent the full participation of people with disability.

The concept of equity simply implies ensuring that people with disability get a 'fair go' at accessing, participating in and contributing to all aspects of community life and do not have to contend with unreasonable or unnecessary barriers.

The ODPP recognises that the task of addressing the many important issues that affect people with disability is not an easy one. The ODPP is committed to working toward equity for all community members including people with disability, their family members and carers.

This DAIP sets out details on what the ODPP will do in pursuit of this commitment and how it intends to do it.

Legal and Policy Framework

Disability Rights and Responsibilities

The concept of disability rights and responsibilities means that people with disability get a '**fair go**' at accessing, participating in and contributing to all aspects of community life.

People with disability have the same fundamental rights as all other members of the community. These rights are founded on principles of human rights and social justice, not charity, sympathy or pity toward people with disability. Action is taken to make the world more accessible and inclusive not because people with disability are vulnerable and need to be protected, but because it is 'the right and proper thing to do'.

Organisations need to respond not only to the requirements of State, Territory and Commonwealth legislation and policy, but also to proactively address the cultural change in relation to disability issues, encouraged by the National Disability Strategy 2010-2020 (NDS) and the introduction of the National Disability Insurance Scheme (NDIS).

The National Disability Strategy aims to change the way that society looks at disability, moving away from a compliance focus, to a holistic way of responding and providing people with disability the opportunity to fully participate in all aspects of society.

Organisations are encouraged to put a disability lens over all planning and activities, conscious that small changes can have a big impact on people with disability.

Legislative and Policy context

It is essential that organisations appreciate their legal obligations but also make a commitment to working beyond prescribed minimum standards and legal requirements to ensure a 'fair go' for everyone.

Relevant legislation

Legal obligations under relevant Australian disability laws can be categorized into two key themes:

- **Prevent unlawful disability discrimination, and**
- **Ensure equal access to opportunity for everyone, including people with disability**

To support this approach, a number of national and international disability laws have been enacted. These include:

United Nations Convention on the Rights of People with Disabilities²

An international agreement under the auspices of the United Nations which sets out basic rights and responsibilities of people with disability.

Australia became a signatory to this Convention in 2008. Most of the requirements and initiatives set out in the Convention are reflected in the Commonwealth Disability Discrimination Act, the Equal Opportunity Act and the Disability Services Act.

It may be possible in certain situations for a disability related issue which is not resolved at a national level to be pursued in the United Nations under this Convention.

² <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

Disability Discrimination Act 1992 (Cth) (DDA)³

The DDA provides all Australians with protection against unlawful disability discrimination.

Under the Act it is unlawful to discriminate against a person on the basis of their disability. The definition of a disability in this Act is very broad and could potentially include a range of conditions not generally considered to be a disability.

Disability discrimination can occur in two ways. **Direct discrimination** is about less favorable treatment while **indirect discrimination** is about unfair exclusion. If disability discrimination happens in one of the specified areas of life, it may be deemed to be unlawful. Areas of life in which it may be unlawful to discriminate on the basis of a person's disability include education, employment, public transport, access to premises, use of goods and services, land and accommodation, clubs and associations and Commonwealth Government laws and programs.

The implied obligation under the DDA is to ensure equitable, safe and dignified access for people with disability.

Where a person with a disability experiences unlawful disability discrimination, they can use the complaints mechanism in the DDA to have the issue resolved through the Australian Human Rights Commission.

In general, the DDA does not give direction on how to avoid unlawful disability discrimination. However, in key areas, disability standards may be produced which become compulsory when implemented and which prescribe exactly what is to be done. Disability Standards currently implemented include standards for employment, education, public transport and access to premises.

Equal Opportunity Act 1984 (EOA)⁴

Operates in a similar manner to the DDA but also requires agencies to ensure equal access to opportunities for people with disability, amongst others.

The implied obligation under the EOA is to ensure that people with disability have access to the same opportunities as others. That is, **'equity'** for all.

Delivering equity for all is not achieved simply by treating everyone the same. Ensuring equal access to opportunity for people with disability may require adjustments or accommodations to deal with unreasonable and/or unnecessary barriers which arise because of the impact of a person's disability. Thus, applying one policy to everyone in the belief that this is fair to everyone is not the case.

Disability Services Act 1993 (DSA)⁵

This Act requires all public authorities in WA to develop and implement a DAIP.

A DAIP is aimed at identifying strategies to ensure that people with disability can actually access services, buildings, facilities, information and complaint mechanisms and can participate in events, consultations and employment offered by local government authorities.

³ <https://www.legislation.gov.au/Details/C2018C00125>

⁴ https://www.legislation.wa.gov.au/legislation/statutes.nsf/law_a253.html

⁵ https://www.legislation.wa.gov.au/legislation/statutes.nsf/law_a224.html

Legislated DAIP requirements include:

- DAIP reviewed at least once every five years
- Public consultation undertaken with people with disability and key stakeholders
- Public consultation must be advertised through the public authority's website and the local or state newspaper.
- DAIP to be available in alternative formats on request by a person with disability
- Revised DAIPs to be lodged with the Department of Communities
- DAIP to be promoted by placing it on the authority's website and advertising in the local or state newspaper
- Progress report to be completed annually and submitted to the Disability Services Commission
- DAIP to be reported on in agency's annual report
- Contractors to comply with agency's DAIP

The seven specified outcome areas in a DAIP are:

1. People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority.
2. People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.
3. People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.
4. People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.
5. People with disability have the same opportunities as other people to make complaints to a public authority.
6. People with disability have the same opportunities as other people to participate in any public consultation by a public authority.
7. People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

Disability Access and Inclusion in a Social Inclusion context

What is Disability?

Ensuring Australia is an inclusive society for people with disability means acknowledging the **social model of disability**. This model recognises that societal attitudes, practices and structures, rather than an individual's impairment, can restrict and prevent people with disability from economic participation, social inclusion and equality.

Communities, organisations and individuals should view impairment as an expected part of human diversity and accommodate it accordingly. This will result in an enabling environment for people with disability that empowers them to participate in society to the same extent as people without disability.

The concept of disability can have a range of different meanings depending on the context and or circumstances. The context here is one of **social inclusion**. In this context, the definition of disability would be extremely broad. Principles of community inclusion focus less on the disability and more on the individual and their abilities, capacities and interests. Australian Bureau of Statistics (ABS) figures indicate that roughly 20% of the Australian population self identify as having a disability.⁶

For the purposes of thinking around the DAIP, we can say that, regardless of disability type, disability impacts human beings by affecting their capacities and/or abilities in one of areas:

Physical capacity

Including but not limited to wheelchair users, amputee, reduced or restricted physical mobility, dexterity and control.

Some of the key issues impacting on inclusion for people with physical disabilities are around public attitudes/understanding, communication and assistance techniques and mobility including moving from a to b in the environment and ability to control movement in their own personal space.

Visual acuity

Includes but is not limited to total blindness, legal blindness (less than 10% vision) and low or restricted vision conditions.

Some of the key issues impacting on inclusion for people with vision impairments are around public attitude/understanding, communication and assistance techniques, independent safe mobility and information provision.

Hearing acuity

Includes but is not limited to deafness and reduced hearing conditions.

⁶ <https://www.abs.gov.au/ausstats/abs@.nsf/mf/4430.0>

Some of the key issues impacting on inclusion for people with hearing impairments are around public attitude/understanding, communication and assistance techniques and information provision.

Cognitive capacity

Includes any condition that impacts on a person's thought processes, such as intellectual impairments, psychiatric issues, dementia, psychosis, schizophrenia.

Some of the key issues impacting on inclusion for people with cognitive disability are around public attitude/understanding, communication and assistance techniques and information provision.

Barriers to Access and Inclusion

There are a multitude of different barriers faced by people with disability as they attempt to build a good life and pursue their citizenship entitlements. Staff within organisations at all levels need to have some understanding of the types of barriers and how they might impact on people with different disabilities and then take this into account when they are doing their work.

Most, if not all, of these barriers can be categorised under one of the following types:

Attitudinal barriers (i.e. people-related issues)

This is by far the most commonly experienced barrier. It comes about when people in society misunderstand what it means to have a disability and how it might impact on someone. It tends to be characterized by a range of negative stereotypes and assumptions about the person's capacity, abilities and entitlement to belong and participate. When it is experienced by people with disability its impact can be severe and profound. It can result in people being made to feel different, as though they don't belong and as if they are not welcome. Working to reduce the attitudinal barrier is primarily about awareness raising through education and training initiatives.

Physical barriers (i.e. place related issues)

Levels of awareness around physical barriers are quite high and widespread. However, a common misunderstanding is that inclusion for people with disability is only about the built environment. i.e. "We are accessible, we have a ramp". Physical barriers or obstacles can limit a person's capacity to move independently in the environment in a safe and dignified manner. Physical barriers can result in people with disability experiencing difficulty accessing the built environment or total exclusion from it altogether.

Working to reduce physical barriers is primarily about ensuring that infrastructure is designed, built and maintained in a manner that allows it to be accessed by people who use wheelchairs. There are a range of codes, standards and guidelines available which provide information on best practice physical access for people with disability. The recent introduction of the Access to Premises (Buildings) standard, under the DDA (introduced on May 1, 2011), which have been incorporated into the Building Code of Australia (BCA), should ensure that these issues are now captured by the formal building approvals mechanism required by the BCA.

Procedural barriers (i.e. policy and procedure related issues)

Policies and procedures can present unfair or unreasonable barriers for people with disability. The impact of a disability is unique for every person and every person’s capacity to deal with that impact will also vary. As a result, people with disability often have to do things in a different way to others. Sometimes this can conflict with a policy or procedure or with ‘the way we do things’.

Working to reduce procedural barriers is about ensuring that disability access and inclusion becomes an integrated part of the mainstream way of doing things. Initiatives to reduce attitudinal and physical barriers will assist this.

The Access and Inclusion Matrix








The access and inclusion matrix provides a framework to support decision making around improved access and inclusion for people with disability, their family members and carers.

The matrix overleaf indicates particular functional and practical implications commonly experienced by people living with disability. As public authorities we need to think about disability in this way and understand that the things they can influence to make improvements are their **people**, the **places** they operate in, and, their **policies** or the way they do things.

Ben Sgherza B.Com

Access and Inclusion Matrix

Human Capacities Impacted By Disability

Environmental & Situational Factors to Consider	 Physical	 Vision	 Hearing	 Cognitive	
	 People	<ul style="list-style-type: none"> - Attitudes - Interaction - Language - Face to face communication - Terminology - Assistance 			
	 Places	<ul style="list-style-type: none"> - Physical access - Moving from a to b and in personal space - Environmental factors 			
	 Policies	<ul style="list-style-type: none"> - Information - Consultation processes - Employment - Communication - Complaint mechanisms 			

Independent Disability Consultant

Disability access and inclusion policy statement

Prevalence of Disability in the Community

Australian Bureau of Statistics (ABS) figures indicate that almost one in five people in Australia (4,300,000 or 18.3%) report living with a disability.⁷

Disability, in this context, was defined as any limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities.

Examples range from hearing loss which requires the use of a hearing aid, to difficulty dressing due to arthritis, to advanced dementia requiring constant help and supervision.

The DSA defines disability as a condition that:

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

In Western Australia 405,500 people reported having a disability with an additional 246,800 people (1 in 10 or 12.6% of the population), being carers of a person with a disability. The combined prevalence of people affected directly by disability is 1 in 3 Western Australians.

The number of people with disability in Western Australia is increasing, due mainly to our ageing population. This number will increase substantially as the 'baby boomer generation' moves into the older age groups and acquire disability.

In addition, medical and technical advances have resulted in an increased life expectancy for people with disability.

According to the ABS, 51% of Western Australians over 60 years of age have a disability, while the rate is 81% for those aged 85 years and over.

Prevalence of disability in Australia is increasing and it is estimated that one in four Western Australians will have a disability by 2026.

Laws, Codes and Standards

The ODPP is committed to the pursuit of excellence in the provision of access and inclusion for people with disability.

⁷ <https://www.abs.gov.au/ausstats/abs@.nsf/mf/4430.0>

The ODPP will actively work to identify and implement current good practices by ensuring that it:

- complies with all relevant disability legislation
- considers relevant access and inclusion standards, codes and guidelines
- maintains ongoing network contact with relevant groups and individuals including the major disability advocacy organizations, and
- maintains ongoing contact with relevant local community groups and individuals.

Equity for people with disability

The concept of 'equity' simply implies ensuring that people with disability get a **'fair go'** at accessing and participating in all aspects of community life.

The ODPP acknowledges that people with disability have the same fundamental rights and responsibilities as all other members of the community.

The ODPP undertakes to take action to make the world more accessible and inclusive because it is **'the right and proper thing to do'**.

The ODPP is committed to furthering the principles and objectives of the Disability Services Act and ensuring that the community is accessible for, and inclusive of, people with disability, their families and carers.

The ODPP's understanding of an accessible and inclusive community is one in which all ODPP functions, facilities, services and information (both in-house and contracted) are open, available and accessible to people with disability, providing them with the same opportunities, rights and responsibilities as other people in the community.

The ODPP:

- Recognises that people with disability are valued members of the community who make a variety of contributions socially, economically and culturally;
- Values diversity and believes that supporting participation and inclusion for all makes a stronger more vibrant community;
- Believes that people with disability, their families and carers, should be supported to remain connected, included and visible in the community;
- Is committed to consulting with people with disability, their families and carers and disability organisations in addressing barriers to access and inclusion;
- Will ensure its agents and contractors work towards the desired outcomes in the DAIP;
- Is committed to supporting local community groups and businesses to provide access to, and inclusion of, people with disability;
- Is committed to achieving the 7 specified outcomes in its DAIP; and
- Will work in partnership with other relevant public authorities as appropriate.

The ODPP Disability Access and Inclusion Plan

The ODPP is committed to ensuring that people with disability, their family members and carers are able to access its services, facilities, functions and information.

The ODPP DAIP provides a framework for the identification of areas where access and inclusion can be improved and for the development of strategies to best improve access and inclusion. These strategies work towards a number of access and inclusion outcomes, which are defined in the Act as the minimum standard for DAIPs.

By implementing its DAIP process, the ODPP strives to ensure that people with disability:

1. Have the same opportunities as other people to access the services of, and any events organised by, the ODPP.
2. Have the same opportunities as other people to access the ODPP's buildings and other facilities.
3. Receive information from the ODPP in a format that will enable them to access the information as readily as other people are able to access it.
4. Receive the same level and quality of service from the staff of the ODPP as other people receive.
5. Have the same opportunities as other people to make complaints to the ODPP.
6. Have the same opportunities as other people to participate in any public consultation undertaken by, or on behalf of, the ODPP.
7. Have the same opportunities as other people to obtain and maintain employment with the ODPP.

The ODPP is committed to implementing its DAIP in a manner that is consistent with the 'principles applicable to people with disabilities' set out in Schedule 1 of the DSA which are:

1. People with disability have the inherent right to respect for their human worth and dignity.
2. People with disability, whatever the origin, nature, type or degree of disability, have the same basic human rights as other members of society and should be enabled to exercise those basic human rights.
3. People with disability have the same rights as other members of society to realise their individual capacities for physical, social, emotional, intellectual and spiritual development.
4. People with disability have the same right as other members of society to services which will support their attaining a reasonable quality of life in a way that also recognises the role and needs of their families and carers.
5. People with disability have the same right as other members of society to participate in, direct and implement the decisions which affect their lives.
6. People with disability have the same right as other members of society to receive services in a manner that results in the least restriction of their rights and opportunities.
7. People with disability have the same right as other members of society to pursue any grievance concerning services.
8. People with disability have the right to access the type of services and supports that they believe are most appropriate to meet their needs.
9. People with disability who reside in rural and regional areas have a right, as far as is reasonable to expect, to have access to similar services provided to people with disability who reside in the metropolitan area.

10. People with disability have a right to an environment free from neglect, abuse, intimidation and exploitation.

People with disability form an important part of local communities and are entitled to the same opportunities to access government services and facilities.

The ODPP is committed to facilitating the inclusion of people with disability through continuous improvement of access to its facilities, services and information.

Ensuring equity for people with disability will require more than simply ensuring strict legal compliance. It means delivering friendly and welcoming communities where everyone can feel a sense of belonging, that they matter and that they can contribute which will take more than simply meeting minimum standards.

The ODPP appreciates this legal context and is committed to working beyond prescribed minimum standards and strict legal requirements to ensure a 'fair go for everyone'.

Policies and procedures regarding agents and contractors

The DSA requires agents and contractors of public authorities to conduct their business in a manner that is consistent with the contracting public authority's DAIP.

DAIP initiatives applicable to contractors were introduced in 2004 as a first step to extending the concept of disability planning into the private sector.

Where a contractor delivers services and/or products on behalf of a public authority, that contractor is required to either implement its own DAIP or comply with the contracting authority's DAIP.

Contracting authorities are required to ensure that contractors comply.

The ODPP will take all practicable measures to ensure that its DAIP is acknowledged and implemented by its officers, employees, agents and contractors.

Achievements of the DAIP 2007-12 and 2014-19

In 2007 the ODPP developed its first DAIP which delivered a number of achievements, including:

- Regular and structured reviews of the ODPP's buildings and facilities.
- Increased accessibility to buildings and facilities, including being the catalyst to the installation of a lift in the Perth Children's Court to benefit all court users, including victims of crime and witnesses involved in ODPP prosecutions.
- Significantly increased staff awareness of disability issues through the delivery of twice yearly Disability Awareness Workshops.
- Providing access to information in a number of formats, upon request.

In addition to the original six main Outcomes required by the Act the ODPP also promoted equality in employment practices through the *ODPP's Workforce and Diversity Plan (2012-17)*.

In 2014 the ODPP produced its second DAIP which built on the first. The following achievements have been made:

- The creation of "In the Loop" newsletter informing staff on long term leave of HR, training and general office news;
- The installation of an Audio Loop in the Reception area;
- Request and implementation of an update to the HR Information System (HRIS) – Aurion, enabling a blind prosecutor to use the system independently;
- Scheduling of regular Disability Awareness workshops. Due to regular recruitment new staff arrive requiring training so completion statistics vary, however as at Q3 2019 84% of the ODPP workforce have attended the training.
- As with the 2007 DAIP, the 2014-19 DAIP was promoted to staff and the community on the ODPP intranet and website.
- Identification of a suitable location for new office space, with accessibility one of the stipulations for the successful tender.

Development of the DAIP 2019-24

Review and consultation process

As required under the Act, in 2019, the ODPP reviewed its DAIP 2014–19 and developed this new five year DAIP to guide further improvements to access and inclusion.

The review process included:

- continued inspection of the facilities of the ODPP’s main office at International House, as well as its allocated facilities at the District Court and the Perth Children’s Court (in the knowledge that the main office is due to move location in mid 2020);
- examination of the 2014–19 DAIP;
- review of recent annual reports, strategic documents and significant program evaluations; and
- consideration of good practice in other comparable organisations.

The DAIP consultation comprised a call for feedback on areas where the ODPP could improve access and inclusion by:

- an advertisement in *The West Australian* newspaper, and
- a notice on the home page of the ODPP’s website (<https://www.dpp.wa.gov.au/>) inviting feedback.

These advertisements did not prompt much feedback from the general public, disability organisations or advocates. Given the very specialist role of the ODPP in the criminal justice system and the factors described at page 4 of this Plan, the low level of feedback is not surprising and reflects that the ODPP is appropriately meeting the needs of people with disability.

Nevertheless, the ODPP took a more proactive approach as well for this Review, and a range of disability advocacy groups were invited to meet with the ODPP staff DAIP working group. Four individuals were able to attend, and they shared their experiences and considered the issues facing the ODPP with regard to disability access and inclusion.

Strategies to improve access and inclusion

This DAIP is effective for five years from October 2019 to September 2024. Within the seven outcome areas, strategies are identified where there is a potential for improved access and inclusion. The broad strategies provide flexibility to respond to emerging access and inclusion needs.

The strategies are outlined in full on pages 19-20 and will be used for the duration of this DAIP.

Implementation of the DAIP

Responsibility for Implementation

It is a requirement of the Act that public authorities take all practical measures to ensure the DAIP is implemented by all staff, agents and contractors.

Although the implementation of the DAIP is the responsibility of all areas of the ODPP, the Director Corporate Services has the overall delegated responsibility for ensuring the ODPP DAIP is implemented.

Communication of the DAIP

This DAIP will be communicated via:

- The ODPP internet and intranet sites.
- An internal newsflash advising all ODPP staff of the existence of the DAIP and where they can access it.
- A copy sent to the Disability Services Commission.
- A notice in *The West Australian* newspaper
- Inclusion in the induction program for all new ODPP staff members and staff returning from long term leave or secondment.
- Presentation at in-house Disability Awareness Workshops.

DAIP reviewing and reporting

This DAIP will be reviewed at least after five years, in accordance with the minimum review requirements set out in the *Disability Services Act 1993*.

The ODPP will annually review progress in implementing the initiatives.

The ODPP will follow the requirements of the Act for minimum reporting requirements by:

- monitoring initiatives undertaken in the implementation plans;
- reporting annually to the ODPP's Corporate Executive on progress in implementing initiatives;
- reporting annually to the Disability Services Commission on progress in implementing strategies, progress made by agents and contractors and strategies used to inform agents and contractors of its DAIP; and
- reporting on progress of the DAIP in the ODPP's Annual Report for each financial year.

Disability Access and Inclusion Plan Strategies 2019-24

Outcome 1: People with disability have the same opportunities as other people to access the services of, and any events by, the ODPP.

STRATEGY	TIMELINE
Ensure events organised by the ODPP continue to be compliant with the <i>State Government Access Guidelines for Information, Services and Facilities</i> .	Ongoing, and prior to each specific event.
Ensure agents and contractors of the ODPP are aware of and comply with the ODPP DAIP.	Ongoing
Continue to align the strategies of the DAIP outcomes with other ODPP corporate plans and documents e.g. Workforce Diversity Plan and Customer Service Charter.	Ongoing

Outcome 2: People with disability have the same opportunities as other people to access the buildings and other facilities of the ODPP.

STRATEGY	TIMELINE
Ensure that all leased ODPP premises and facilities comply with access requirements.	Ongoing. Annual reviews to be conducted.
In conjunction with Occupational Health & Safety inspections, conduct inspections of ODPP premises and facilities to specifically identify disability issues and continue to inform Building Management of issues affecting access that are within their area of responsibility.	Monthly throughout the life of this Plan.

Outcome 3: People with disability receive information from the ODPP in a format that will enable them to access the information as readily as other people are able to access it.

STRATEGY	TIMELINE
Review all relevant policies and procedures to ensure all ODPP staff, agents and contractors are aware of how to obtain or make available corporate information in other formats.	Ongoing
Continue to ensure ODPP publications are readily available and accessible in alternative formats upon request.	Ongoing
Continue the current practice of facilitating the use of interpreters and technology, when required, to improve the availability and quality of communication with people with disability who are involved with the ODPP as victims of crime or witnesses.	Ongoing

Continue to regularly review and where necessary revise ODPP publications and correspondence with victims and witnesses to ensure the language is clear, concise and is produced in an appropriate format.	Ongoing
Ensure signage at the new offices is accessible and informative for people with disability.	

Outcome 4: People with disability receive the same level and quality of service from the staff of the ODPP as other people receive.

STRATEGY	TIMELINE
Continue to deliver Disability Awareness workshops to staff.	Twice yearly
Continue to promote awareness of identifying victims and witnesses of crime who may have a disability to ensure they receive the same level and quality of service from the ODPP staff as other people receive.	Ongoing
Continue to inform new and returning staff of disability and access issues.	Ongoing
Regularly review and where necessary, revise policies and procedures to ensure that the quality of services for people with disability are of high standard.	Ongoing

Outcome 5: People with disability have the same opportunities as other people to make complaints to the ODPP.

STRATEGY	TIMELINE
Ensure that information on complaints procedures continue to be available in flexible accessible formats upon request.	Ongoing

Outcome 6: People with disability have the same opportunities as other people to participate in any public consultation by the ODPP.

STRATEGY	TIMELINE
Improve community awareness about consultation processes in place.	Ongoing

Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with the ODPP.

STRATEGY	TIMELINE
Implement strategies from the ODPP Workforce & Diversity Plan	Ongoing