



PARTNERING TOWARDS INCLUSION

Accessibility, Inclusion and Employment Plan
June 2019 – June 2022



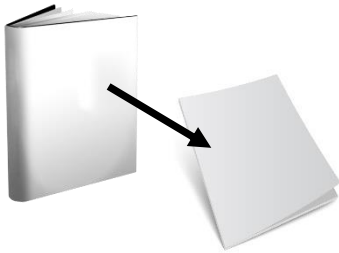
Easy English version



Life Without Barriers has a plan about how we will

- make our business more **accessible**
- include people with disability in our business
- employ more people with disability.

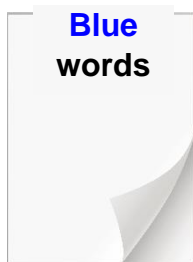
The plan is called our **Accessibility, Inclusion and Employment Plan**.



This booklet is a summary of the bigger plan.



You can ask someone to help you read this booklet.



Some words in this booklet are **blue**. You can find out the meaning of these words on page 13.

**Life Without
Barriers**

=

LWB

In this booklet **Life Without Barriers** will be called **LWB**.

Why do we need the plan?



Having a job is important because it can help you

- feel good about yourself
- feel included in the community
- buy the things you need.



It can be harder for people with disability to

- get a job.
- learn new skills
- get promoted.



Things that make it hard for people with disability to work are

- not enough training
- being treated differently because of their disability.
- offices and spaces that are hard to get around.





LWB wants people with disability to be able to

- live the life they want
- to get a job they enjoy.

What the plan says we will do



LWB will make sure people with disability are welcome and feel safe in our business.



We will employ people with different backgrounds and abilities.



We will help other employers understand why they should employ more people with disability.



We will keep finding ways to make it easier for people with disability to

- work in our business
- understand the way we work.



We will make sure our staff understand how they can

- include people with disability in our business
- employ more people with disability.



We will work with other businesses and share the information we know. We will do this so others know more about disability.



We will tell the government how they can make life better for people with disability.



We want other people and businesses to read our plan. We hope this will help

- other employers to make their own plans
- us make sure we do what we say in our plan.

About the Access and Inclusion Index



The Australian Network on Disability tells businesses how they can be more **accessible** and **inclusive**. The **Australian Network on Disability** is also called **AND**.



AND says there are 10 things we need to think about to make our business more **accessible** and **inclusive**.



The 10 things we need to think about are

- **Commitments**. This means we promise to make our business **accessible** and **inclusive** for our staff and clients with disability.



- **Premises.** This means we must make it easy for people with disability to use our buildings and spaces.



- **Communication.** This means we must provide information in ways that are easy for people to understand.



- **Technologies.** This means we must use different **technologies** that make it easier for people with disability to work and get information.



- **Workplace adjustments.** This means we must make changes to our workplace to make it easier for people with disability to work in our business.



- **Recruitment and selection.** This means we must employ more people with disability at every level of our business. For example as managers as well as other staff.



- **Career development.** This means we must give people with disability training so they can keep learning and do different kinds of work.



- **Services.** This means we must make our services easier to use for people with disability.



- **Suppliers and partners.** This means when we work with other businesses we must make sure they are **inclusive** of people with disability.



- **Innovation.** This means we must always look for new ways to make our business more **accessible** and **inclusive**.

More jobs for people with disability



In our plan we have set some goals about how many of our staff will be people with disability.

We have goals about

- our new staff
- and
- the staff who already work for us.

2020 8 %

Our goals about **new staff** say

- By June 2020 - 8 **percent** of our new staff will be people with disability.

2021 10 %

- By June 2021 - 10 **percent** of our new staff will be people with disability.

2022 **12 %**

- By June 2022 – 12 **percent** of our new staff will be people with disability.

Our goals about staff who already work for us say

2020 **4.5 %**

- By June 2020 – 4.5 **percent** of our staff will be people with disability

2021 **7.5 %**

- By June 2021 – 7.5 **percent** of our staff will be people with disability

2022 **9 %**

- By June 2022 – 9 **percent** of our staff will be people with disability.

About the Disability Ability

Wellness Network



We will start a new group of staff called the **Disability Ability Wellness Network**. This will also be called **DAWN**.

Staff at DAWN will talk about ways we can support people with



- disability
- problems with their health that last a long time
- **mental health conditions.**

DAWN will be started by August 2019.

More information



You can read the full Accessibility, Inclusion and Employment Plan.

Go to our website: www.lwb.org.au



You can ask questions about the plan

Email: info@lwb.org.au

Phone: 02 4033 4500

What these words mean

accessible

Easy to get into and out of. Easy to use.

For example an accessible building is one that is easy for people with disability to get into. It would have ramps and lifts for people who use wheelchairs.

inclusive

When everyone can join in. Nobody is left out.

technologies

Equipment or devices that you can use to make tasks easier. For example screen readers or speech machines.

percent

An amount out of one hundred. Percentage is also written like this %. It can be used even if there are not 100 things. For example if you have 10 apples and you eat 5, then you have eaten 50 percent of the apples.

**mental health
condition**

A mental health condition is an illness that can change the way you

- think
- feel
- behave.