Queensland’s Disability Plan: Audio description and transcript:

# **Title:** Queensland’s Disability Plan: Together a Better Queensland

Screen shows a person wearing a black top and black pants and dark-rimmed glasses, standing face-on to the camera.

# **Title:** Acknowledgements

Cultural acknowledgement

In the spirit of reconciliation, the Queensland Government acknowledges the Traditional Custodians of country throughout Australia and their ongoing connection to land, sea and community.

We pay respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

## Australia's Disability Strategy

The development of Australia's Disability Strategy 2021-2031 involved extensive national consultation and engagement with the disability sector, including peak and representative bodies, governments and, most importantly, people with disability.

In preparing Queensland's Disability Plan, we acknowledge and respect the critical contributions that people with disability have made to the development of the ADS.

On the 3rd of December 2021, Queensland’s Premier, the Honourable Annastacia Palaszczuk MP, signed and confirmed our commitment to Australia's Disability Strategy.

## A note on the language of disability.

Disability is wide-ranging and comes in many forms.

We acknowledge that the language around disability is evolving and there is active debate in the

community and different preferences about ways to describe disability. We acknowledge the importance of having conversations with individuals about their preferred language and not making assumptions.

It is critical to respect individual preferences.

Some people prefer to be referred to as a ‘person with disability’ and others prefer a ‘disabled person’.

Others prefer the use of language such as ‘diverse abilities’ rather than disability.

The language used in this plan is not intended to indicate a particular preference and we do not intend to exclude anyone on the basis that their preference differs to the style used.

This plan is for all people with disability and diverse abilities, and we welcome feedback on the language of disability. We recognise that many people's experiences as a person with disability are intersectional and can be shaped by not only their disability but their age, sex, gender, gender identity, sexual orientation, intersex status, ethnic origin, or race.

The disability community is broad and diverse and it is important to recognise that not all disability is visible all to others.

# **Title:** Minister’s message

## Minister's message

The Honourable Craig Crawford MP
Minister for Seniors and Disability Services
Minister for Aboriginal and Torres Strait Islander Partnerships

Queensland is the state of opportunity and everyone in our state deserves the opportunity to reach their potential.

All of us have goals and aspirations for our personal, social, economic and professional lives, and we all need the right supports around us to achieve those things.

Queensland's Disability Plan 2022-27: Together, a better Queensland is the first state plan since the full transition to the National Disability Insurance Scheme.

Building on the previous plan, this plan represents a new phase in action. It will drive implementation of the seven outcome areas as outlined in Australia's Disability Strategy in a way that encompasses the unique aspects of Queensland's peoples, regions and diversity.

In 2022, more than 900,000 Queenslanders live with disability, and we are committed to making sure each and every one has what they need to live their best lives as equal citizens.

This plan was developed in collaboration with people with disability, putting their lived experience and needs at the centre, championing people with disability to be central to design and decision

making on things that impact their lives.

We expect more than 180,000 Queenslanders will be participating in the National Disability Insurance Scheme (NDIS) in the next ten years, including First Nations peoples, people from culturally and linguistically diverse backgrounds, and those living in rural and remote communities and our regions.

Our task ahead is to improve access to education, employment, appropriate housing and a society without barrier or stigma, and this plan outlines priorities to achieve these outcomes.

Queensland Government departments will develop, publish and deliver action plans that align with and implement Queensland Disability Plan 2022-27: Together, a better Queensland. It is important to recognise that creating a disability-inclusive state is a job for everyone, not just government.

I invite and encourage all levels of government, businesses, industries, organisations and communities to make the same commitment to work collectively and with people with disability to improve access and inclusion.

Together, we can build an inclusive Queensland and make sure that everyone has what they need to fulfil their potential as equal members of our community.

# **Title:** Introduction

Internationally, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) provides the framework to promote and protect the human rights of people with disability. Australia has adopted the UNCRPD and is implementing it through Australia's Disability Strategy 2021-31.

Australia's Disability Strategy has been co-designed with people with disability to provide a strategic framework and outline of the outcomes we need to achieve to advance the human rights of people with disability.

It calls on all Australians to create an inclusive Australian society that ensures people with disability can fulfil their potential, as equal members of the community.

The intention of the new plan is to be the primary mechanism to drive implementation of Australia's Disability Strategy in Queensland.

Queensland Government departments will be required to develop, publish and deliver key actions under Queensland Government disability service plans that align with the plan.

We will also invite and encourage all levels of government, businesses, industries and communities to make the same commitment - to work collectively and with people with disability towards a common objective of access and inclusion.

The plan is designed to promote access and inclusion for all Queenslanders with disability.

**Graphic:** A colourful shape of Queensland with the text “Over 100,000 Queenslanders with disability are receiving National Disability Insurance Scheme (NDIS) supports”

Over 100,000 Queenslanders with disability are receiving National Disability Insurance Scheme supports.

**Graphic:** Text “Over 900,000 Queenslanders have disability”. Below is a male symbol with 52% in the middle and a female symbol with 47.9% in the middle.

Over 900,000 Queenslanders have a disability.

52 percent are male. 47.9 percent are female.

5.4 percent of NDIS participants are from culturally and linguistically diverse backgrounds.

9.6 percent of NDIS participants identify as Aboriginal peoples and Torres Strait Islander peoples.

**Graphic:** A circle with a portion shaded with 42.2% in text.

The prevalence of disability increases with age - Approximately 42.2 percent of Queenslanders aged 65 years and over have disability.

**Graphic:** Three colourful columns with arrows in between. Text reads “NDIS participation is forecast to grow to over 180,000 Queenslanders in the next 10 years.

NDIS participation is forecast to grow to over 180,000 Queenslanders in the next ten years.

**Graphic:** Image of a purple globe with continents displayed as purple lines. The globe has 11% in the middle of it. Text reads: 11 per cent of Queenslanders with disability were born in non-English speaking countries.

11 percent of Queenslanders with disability were born in non-English speaking countries.

# Title: How we will build an inclusive Queensland

How we will build an inclusive Queensland.

The outcome areas in the ADS set out where governments at all levels working with the community and business and people with disability will focus on delivering the needed changes.

The seven outcome areas of the ADS are:

## Employment and Financial security.

People with disability have economic security, enabling them to plan for the future and exercise choice and control over their lives.

## Inclusive homes and Communities.

People with disability live in inclusive, accessible and well-designed homes and communities.

## Safety, Rights and Justice.

The rights of people with disability are promoted, upheld and protected, and people with disability feel safe and enjoy equality before the law.

## Personal and Community Support.

People with disability have access to a range of supports to assist them to live independently and engage in their communities.

Education and learning.People with disabilityachieve their full potentialthrough education and learning.
Health and Wellbeing.People with disabilityattain the highest possiblehealth and wellbeing outcomes throughout their lives.
Community attitudes.
Community attitudes support equality, inclusion and participation in society for people with disability.
How we will achieve it.Each of the outcome areas of the ADS outlined tangible and achievable policy priorities to guide action.
Policy priorities to guide action.By delivering the policy priorities under each outcome area, we aim to ensure all aspects of Queensland life become more inclusive of people with disability.

## Employment and Financial security.

1: Increase employment of people with disability

2: Improve the transition of young people with disability from education to employment.

3: Strengthen financial independence of people with disability.

## Inclusive Homes and Communities

1: Increase the availability of affordable housing.

2: Housing is accessible and people with disability have choice and control about where they live, who they live with, and who comes into their home.

3: People with disability are able to fully participate in social, recreational, sporting, religious and cultural life.

4: The built and natural environment is accessible.

5: Transport systems are accessible for the whole community.

6: Information and communication systems are accessible, reliable and responsive.

## Safety, Rights and Justice.

1: People with disability are safe and feel safe from violence, abuse, neglect and exploitation.

2: Policies, processes and programs provide better responses to people with disability

who have experienced trauma.

3: Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children.

4: The rights of people with disability are promoted, upheld and protected.

5: People with disability have equal access to justice.

6: The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability.

## Personal and Community support.

1: People with disability are able to access supports that meet their needs.

2: The National Disability Insurance Scheme provides eligible people with permanent and significant disability with access to reasonable and necessary disability support.

3: The role of informal support is acknowledged and supported.

4: People with disability are supported to access assistive technology.

## Education and Learning

1: Children with disability can access and participate in high quality early childhood education and care.

2: Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability.

3: Improve pathways and accessibility to further education and training for people with disability.

4: People with disability have increased opportunities to participate in accessible and inclusive lifelong learning.

## Health and Wellbeing.

1: All health service providers have the capabilities to meet the needs of people with disability.

2: Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing.

3: Mental health supports and services are appropriate, effective and accessible for people with disability.

4: Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability and support their physical and mental health and wellbeing.

## Community Attitudes

1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.

2: Key professional workforces are able to confidently and positively respond to people with disability.

3: Increase representation of people with disability in leadership roles.

4: Improving community attitudes to positively impact on Policy Priorities under the Strategy.

The **building blocks** guide how actions under the plan should be developed by considering the things that are most important to people with disability.

The building blocks of the plan are:

## Co-design:

We do things with people with disability, not to them or for them.

Measurement of **outcomes and impact**:

We set clear targets and we measure if we reach them.

## Human rights:

We will promote and protect the rights of people with disability in everything we do.

Cultural and systems change:

We will grow inclusion from within organisations by removing barriers embedded in structures and systems.

## Impact areas:

It is important to understand who our work will benefit to achieve positive and lasting impacts. By focusing on the impact areas when developing plans, programs and services.

We will make sure we are inclusive of our entire disability community.

The impact areas of the plan are our service users, our people, our community, our places.

# **Title:** Responsibility for action – Building a better Queensland, together

## Responsibility for action - Building a better Queensland, together.

Progress towards Queensland Government actions under the plan will be published annually.

The Queensland Government is committed to action under Australia's Disability Strategy through a series of national three-year action plans, which focus on key areas for improvement and have actions from each Australian state and territory.

In addition to Targeted Action Plans, Disability Services Plans are the main way the Queensland Government designs, develops and reports on actions under our plan over the next five years.

The plan aims to drive action and change to achieve the best possible outcomes for Queenslanders with disability.

Everyone has an important role to play.

Genuine inclusion will only become a reality when it is embraced by all levels of government, industry, communities and individuals, some of which have greater influence and the potential for greater impacts than others.

All levels of government, industry, communities and individuals have a role to play and must work together to build genuine inclusion of people with disability.

## Commonwealth Government.

The Commonwealth Government is leading implementation of Australia's Disability Strategy.

The Commonwealth delivers key supports and programs such as the NDIS, the Information Linkages and Capacity building program, Disability Support Pensions and Australian Disability Enterprises.

This plan recognises the importance of close alignment with Commonwealth initiatives and programs in achieving coordinated impact.

The Commonwealth will also be reporting on the delivery and outcomes generated by Australia's Disability Strategy, meaning it is essential for Queensland's plan to align with Australia's Disability Strategies’ outcome areas.

## Queensland Government.

Queensland Government actions under this plan will be published in a consolidated statement of commitment and progress report on the impact of this plan.

## Targeted Action Plans.

The Queensland Government has committed to action under Australia's Disability strategy through a series of national three-year action plans or TAPS which focus on key areas for improvement and have actions from each Australian state and territory.

The Queensland Government has committed to delivering a number of actions under the initial targeted action plans, which cover employment, community attitudes, early childhood safety and emergency management.

Further actions will be added throughout the life of the targeted action plans.

**Disability Service Plans**

In addition to targeted action plans, disability service plans are the main way the Queensland Government designs, develops and reports on actions under our plan.

Departments will report annually on actions in their disability service plans, including targeted action plan actions.

In addition to disability service plans and targeted action plans, all state government agencies and bodies are contributing to inclusion through employing people with disability and ensuring that programs and services are inclusive and accessible.

While disability service plans are not mandatory for government entities other than departments, we encourage all government entities to develop their own disability action plans to help implement Australia's Disability Strategy in Queensland.

## Funded Services and Safeguards.

The Queensland Government is responsible for delivering specialist disability programs and a suite of safeguards to protect the rights and safety of people with disability.

We continue to invest in supports for people with disability ineligible for the NDIS, including through the Queensland Community Support Scheme and the Medical AIDS Subsidy Scheme.

The Government also funds peak and representative bodies, advocacy concession schemes and travel subsidies.

Key Queensland Government entities also play a role in safeguarding the rights of people.

with disability in Queensland. These include the Office of the Queensland Ombudsman, the Office of the Public Guardian, (including the community visitor program) and the Public Advocate.

## Local Government.

While individual local governments are not formally required to have disability service plans, the Australian Local Government Association is a signatory to Australia's Disability Strategy.

We encourage local governments to develop and or build on their disability action plans.

We also encourage Commonwealth and Queensland Government departments to consult and work with local government in designing, planning and delivering programs and services in local communities.

## Non-Government and community organisations.

Achieving true inclusion relies on action not just by governments, all community and non-government organisations and sectors have a role to play.

This includes communities and sectors providing supports and services to people with disability, seniors, Aboriginal peoples and Torres Strait Islander peoples, youth, women and people from multicultural backgrounds and businesses providing infrastructure and planning for the Queensland community (such as the development industry).

In addition to having inclusive, workplaces and service outlets, the non-government sector can consider developing disability action plans and taking action such as reporting on achievements and rates of employment of people with disability.

Sharing stories about how people with disability have succeeded will also assist and encourage other businesses to take action towards more inclusive workplaces.

Non-government organisations have an opportunity to grow and increase their client base in response to ongoing high demand for NDIS services, and we will work with the Commonwealth to support NDIS market growth.

With significant value in NDIS participants’ plans, Queenslanders with disability are emerging as a powerful consumer lobby.

Competition for the business of NDIS participants is expected to grow and organisations that are truly inclusive and deliver high quality services will have a competitive advantage.

# Title: Governance and reporting

## Governance and reporting

Oversight of implementation of the plan will be through the Disability Reform and Implementation

Interdepartmental Committee (DRIIC) and the Queensland Disability Advisory Council.

Department’s will report annually on progress towards actions in their disability service plans.

The Queensland Disability Advisory Council (QDAC) will annually review progress reports and oversee, monitor and independently report to the Minister responsible for Disability Services on findings and recommendations.

# Title: Promoting inclusion

The Queensland Disability Plan website acts as a hub for all actions and initiatives under the plan.

It will include resources to assist stakeholders in designing actions and approaches to growing inclusion of people with disability in Queensland.

[www.qld.gov.au/qld-disability-plan](http://www.qld.gov.au/qld-disability-plan)

# **Title on screen:** Queensland’s Disability Plan: Together a Better Queensland