



**North
Regional**

Disability Access and Inclusion Plan

2021-2025



Acknowledgement

North Regional TAFE respectfully acknowledge the Traditional Custodians of the lands on which North Regional TAFE operates and their continuing connection to the land, sea, and community. We pay our respect to the Elders past, present and emerging.

This document is effective from 1 July 2021 – 30 June 2025

- The Disability Access and Inclusion Plan 2021 – 2025 is available and published on North Regional TAFE website: www.northregionaltafe.wa.edu.au
- Each year North Regional TAFE Annual Report will provide a report on the Disability Access and Inclusion Plan achievements and outcomes.
- On request the Disability Access and Inclusion Plan can be made available in alternative formats, including in large or standard print or forwarded electronically by email.

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North Regional TAFE DAIP Contact officer details

The primary contact officer for questions or feedback on this Disability Access and Inclusion Plan is the AccessAbility Coordinator at North Regional TAFE.

Phone: (08) 9192 9135

Email: AccessAbility@nrtafe.wa.edu.au

PO BOX 68

Broome 6725

Message from the Managing Director

As the largest vocational training provider in the North of Western Australia, North Regional TAFE is proud to present our Disability Access and Inclusion Plan. This plan represents our commitment to deliver improvements in equitable access and inclusion for people living with disability.

North Regional TAFE, 2021 – 2025 Disability Access and Inclusion Plan (DAIP) continues on from our first 2017 – 2021 DAIP. On evaluation of the first 2017 – 2021 DAIP we are encouraged by our progress in organisational maturity and improvements made. Through gained experience and lessons learnt, we are confident of a sound platform for our continued growth and transition towards our new 2021 – 2025 DAIP.

As a Western Australian College of TAFE, we aspire to having a positive impact and approach to wider community diversity and inclusion goals. In February 2021 North Regional TAFE launched and published another key organisational commitment, our inaugural Reconciliation Action Plan 2021 – 2023. The key note speaker at our launch was Ms June Oscar AO, Aboriginal and Torres Strait Islander Social Justice Commissioner for the Australian Human Rights Commission. We were inspired by June's speech where she challenged North Regional TAFE to positively effect change against discrimination and inequality through addressing how "intersectionality" can impact on people's identity, experiences and access to our services. The challenge therefore is for North Regional TAFE to identify, learn and undertake deliberate action against multiple forms of discrimination, inequalities and barriers to accessing our services, employment and life opportunities.

The initiatives and actions detailed within this plan are entrusted to North Regional TAFE as a high priority. Through our DAIP we aspire to meet the challenge and continue to improve our ability to develop strategies and implement initiatives that reduce barriers for people with disability.

Going Forward the 2021 – 2025 DAIP will be communicated and made available to all staff, and regularly monitored and reviewed to ensure the commitment is delivered. We are committed to the objectives and actions outlined in this plan and each year our progress and achievements will be reported and made available in our Annual Report.

On behalf of the Governing Council and North Regional TAFE we thank our staff, students and everyone who contributed to the development of Disability Access and Inclusion Plan 2021 – 2025



Kevin Doig, Managing Director



Emma White, Chairperson Governing Council

About North Regional TAFE – Our Business

North Regional TAFE (NR TAFE) is a Registered Training Organisation (RTO) and one of five Western Australian Colleges of TAFE. It is the leading provider of Vocational Education and Training in the North of Western Australia.

North Regional TAFE (NR TAFE) was formed in April 2016 following the amalgamation of the Pilbara and Kimberley Training Institutes. NR TAFE is the largest provider of vocational education and training in the Pilbara and Kimberley regions of Western Australia. NR TAFE services regional and remote towns and communities and industries across a region that exceeds one million square kilometres. NR TAFE offers more than two hundred nationally recognised qualifications and short courses, which are delivered to over 7,300 students each year. The vocational education and training include Nationally Accredited Industry Qualifications, non-accredited programs, short courses, skill sets, work-readiness programs, and language, literacy and numeracy support.

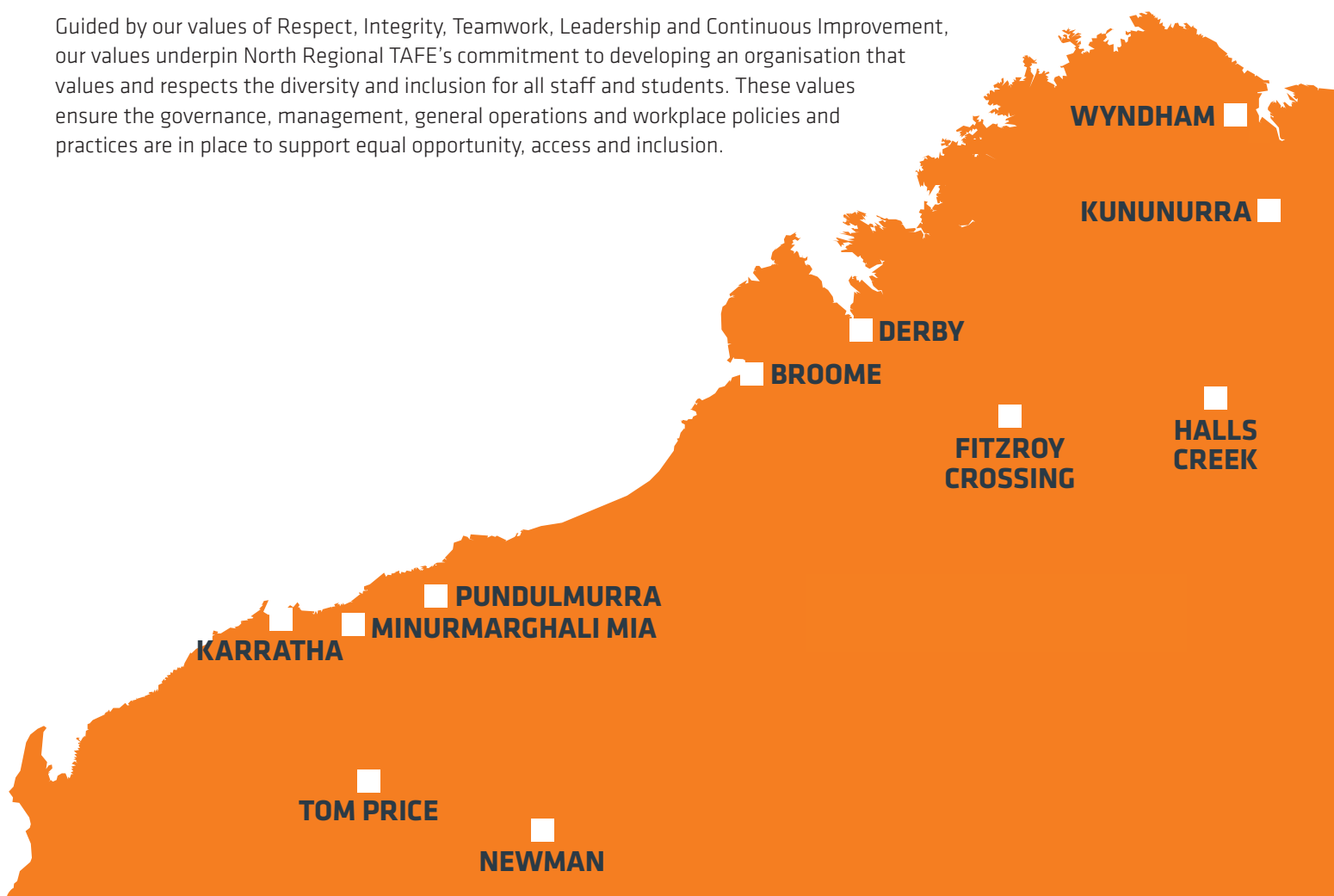
North Regional TAFE covers the major population centres of Broome, Derby, Fitzroy Crossing, Halls Creek, Kununurra, Wyndham, Dampier, Karratha, Newman, Onslow, South Hedland, Roebourne, Port Hedland and Tom Price. It has 11 campuses with Broome, Karratha and South Hedland's Pundulmurra campus as the three largest.

Our clients can draw confidence that North Regional TAFE is part of the Western Australian Vocational Education and Training system. We are a local provider employing over 300 people in our regions and all services and programs are backed by dedicated support service teams. Our service support teams include Aboriginal Training Services, AccessAbility Services and Language, Literacy and Numeracy support services. (Refer to our NR TAFE Student Handbook for further information).

More information about North Regional TAFE, our support services and the range of courses can be obtained by visiting our website: www.northregionaltafe.wa.edu.au

Our Values and purpose

Guided by our values of Respect, Integrity, Teamwork, Leadership and Continuous Improvement, our values underpin North Regional TAFE's commitment to developing an organisation that values and respects the diversity and inclusion for all staff and students. These values ensure the governance, management, general operations and workplace policies and practices are in place to support equal opportunity, access and inclusion.





About our Disability Access and Inclusion Plan 2021 – 2025

Our Disability Access and Inclusion Plan 2021 – 2025 (DAIP) outlines our key strategy for inclusion and equal opportunity for people with a disability, in association with contributing to and acting with influence to wider society diversity and inclusion goals. The DAIP is also complemented by the North Regional TAFE Equal Opportunity Management Plan 2019 – 2022 (EO Plan) which outlines North Regional TAFE’s commitment to equal employment opportunities.

The DAIP 2021 – 2025 identifies positive strategies North Regional TAFE are adopting to ensure people with disability are accorded respect, are listened to and have choices about how their needs are met.

Accessibility and inclusion means different things to different people. A person’s ability to access information, services and facilities is affected by a number of factors, including the degree and type of disability which can vary considerably between individuals. Therefore, processes and outcomes for access and inclusion cannot be inflexible, and must consider the diverse needs of individuals, priorities and resources of a community. The common elements of access and inclusion are the removal or reduction of barriers to participation.

Our DAIP 2021 – 2025 strategy, initiatives and actions have been developed to meet the objectives and our outcome goals, as well seeks to identify ways in which North Regional TAFE can continually improve on equitable access and inclusion.

Our DAIP Outcomes Goals

North Regional TAFE (NR TAFE) are committed to achieving the following desired outcomes.

People with disability have the same opportunities as any other person at NR TAFE:

1. Access our services and any events organised.
2. Access the buildings and other facilities.
3. Receive information and access information.
4. Receive the same level and quality of service
5. Make complaints to North Regional TAFE.
6. Participate in any public consultation.
7. Obtain and maintain employment with us.

DAIP Evaluation 2017 – 2021, Progress and Achievements

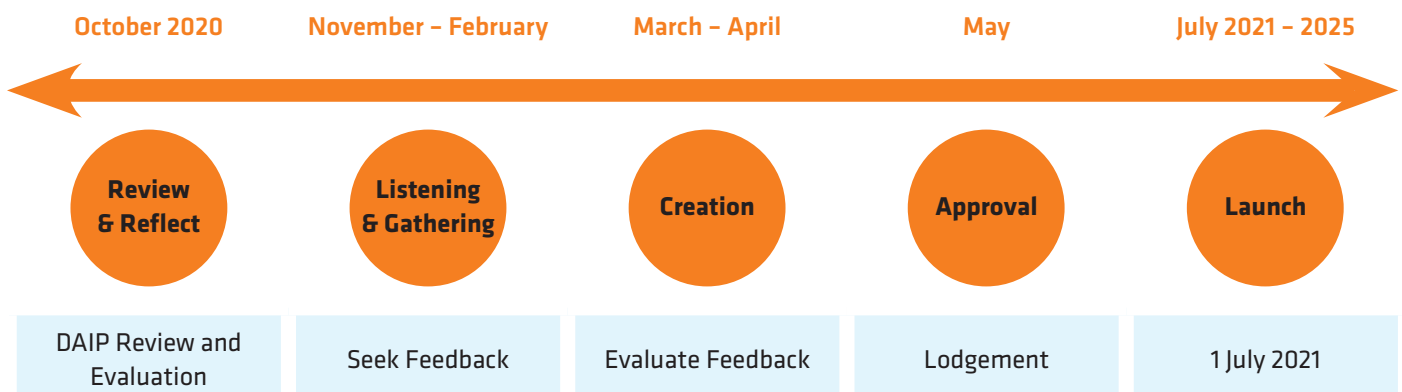
- Like many organisations, NR TAFE experienced major challenges in their operating environment during 2019–20 as a result of the COVID-19 pandemic. NR TAFE implemented a distance learning project and focused on using communication technology, innovation and changed support strategies to meet the circumstances.
- In 2019 a community partnership created opportunities for new learning programs, innovation and community engagement. The Fitzroy Crossing Open Learning Centre had established a partnership with community organisations like Far North and the Men’s Shed and programs are being developed with the local Women’s Centre.
- Open Learning Centres in Broome and Kununurra are popular for students requiring additional support with their study, or attending engaging Access type programs.
- Open Learning Centres Broome, Karratha and Port Hedland are popular for students requiring additional support with their study, or attending engaging Access type programs. Kununurra OLC due to COVID 19 stopped in 2020.
- 2019 NRTAFE Lecturers in both Pilbara and the Kimberley reported an increase in student with dyslexia and / or requiring alternate computer equipment. A visit was arranged with an Occupational Therapist from the Independent Living Centre (ILC) in Perth to demonstrate, match and trial Assistive Technology Equipment suitable for students with, in particular, physical and or visual disability.
- Non-disclosure has been identified as a significant issue for students to access our support services and find out more information about what services are available. In 2021 NR TAFE has embarked on a range of strategies to build awareness and in creating encouraging environments that aim to improve our connectivity and awareness for students.
- Providing disability support coordination across eleven campuses and over such an expansive, from Karratha in the south to Kununurra in the north, means that NRT needs to be innovative in the provision of effective interface and communication. NR TAFE propose a range of initiatives to develop improvements commencing in 2021.

Development of the DAIP 2021 – 2025

North Regional TAFE, 2021 – 2025 Disability Access and Inclusion Plan (DAIP) continues on from the inaugural 2017 – 2021 DAIP due to finish 30 June 2021.

The development of the North Regional TAFE DAIP 2021 – 2025 was undertaken in accordance with WA Department of Communities guidelines for “the process to develop or review a Disability Access and Inclusion Plan for State Government – Part 2” (as published online and available April 2021).

The timeline and processes undertaken in development of the DAIP had five phases:



The DAIP development was managed and guided by the AccessAbility Focus Group, who implemented a coordinated approach to consultation and retrieval of feedback to inform the development.

During the development consultation NR TAFE worked with other Western Australian Colleges of TAFE, government agencies and other relevant stakeholders. Our DAIP development team researched, reviewed and analyses other existing DAIPs and implementation plans to identify consistent strategies, contemporary services and best practice.

In support of our review, evaluation and development of this DAIP North Regional TAFE has an established the AccessAbility Focus Group with representative members drawn from differing campus locations and operational responsibilities. This focus group is tasked with reviewing progress, developing actions to address emerging priorities or new access and inclusion initiatives for barriers as they are identified.

Legislative and ethical responsibility

North Regional TAFE is committed to promoting access, equity and opportunity in our society, communities in which we operate, and to individuals that face barriers to access and inclusion.

We recognise our ethical and legislative obligation and importantly we recognize as a Western Australian government statutory authority we have a responsibility for how we interact and influence our wider society in building community inclusion. Whether this is through leading by example, participation in specific external initiatives or setting a culture for staff and students to take into the community.

It is a requirement of the Western Australia Disability Services Act 1993, that public authorities develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the college will aim to ensure people with disability have equal access to its facilities and services, in accordance with the relevant Acts and Standards including:

- Disability Discrimination Act (1992) (Commonwealth)
- The Disability Services Act 1993 (Western Australia, amended 2004)
- Privacy Act 1988 (Commonwealth, amended 2014 and 2017)
- The Equal Opportunity Act (Western Australia, amended 1988)

And the Standards for:

- Disability Standards for Education 2005(Commonwealth)
- Standards for Registered Training Organisations (RTOs) 2015 (Commonwealth)

Associated to DAIP objectives North Regional TAFE is required through Western Australian Public Sector standards and Instructions to develop published plans, maintain and implement a number of other strategies and plans, these include:

- The WA Public Sector Commission Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020 – 2025
- The North Regional TAFE Equal Employment Opportunity Management Plan 2019 – 2022

AccessAbility services at North Regional TAFE

North Regional TAFE employs a full-time AccessAbility Coordinator and a number of academic support staff necessary to provide support services to student/ clients that have sought additional academic support and in meeting reasonable adjustment requirements.

North Regional TAFE aims to ensure equality, access and inclusion of opportunity for all employee's, student or client with disability. Facilities and equipment provided across all campuses for students with disability include ACROD parking, accessible toilets and level entries. As an example of academic support services may be tailored to meet the educational needs of students include: reasonable adjustment, inclusive teaching practices and modifications to course delivery, assessment methods, furniture, equipment and by providing appropriate support staff such as interpreters, study assistance and other support staff as required.

Information on support assistance can be requested at any time by a student or guardian for an enrolling student by seeking assistance through our AccessAbility Services. We will respect your privacy and any conversations will be kept in confidence; and personal information won't be disclosed to any other person, body or agency unless:

- you give us permission
- it is authorized or required by law
- it meets one of the other exceptions identified within the Australian Privacy Principles

More information about our AccessAbility services can be obtained by viewing our website information or contacting the AccessAbility Coordinator.

Phone: **(08) 9192 9135**

Email: **AccessAbility@nrtafe.wa.edu.au**

Website: **www.northregionaltafe.wa.edu.au/we-are-here-you/student-support-services**

DAIP and our Quality Management System

The key to North Regional TAFE's Quality Management System is our Policy Management Framework, a framework outlining how North Regional TAFE Policies, Procedures and other operational documents are developed, categorized, approved and periodically reviewed. The framework intends to deliver effective quality control of essential information that empowers NR TAFE to achieve its strategic objectives.

In support of our Quality Management System, the DAIP development and our implementation will include review and revisions annually to ensure currency in all strategic and operational Plans, Reports, Policies, Procedures and Forms that reference and have relevance the DAIP.

Consultation and feedback

Feedback and suggestions improvement are welcomed at any time.

Staff members, students, stakeholders or interested public members can provide feedback and suggestions for consideration by either: completing Feedback form at any North Regional TAFE campus administration department; or by contacting:

Please return any suggestions, feedback or comments to:

AccessAbility Coordinator, North Regional TAFE

Phone: **(08) 9192 9135**

Email: **AccessAbility@nrtafe.wa.edu.au** or **Feedback@nrtafe.wa.edu.au**

Or by mail to: **PO BOX 1380, Broome 6725**

More information about AccessAbility Services available by viewing our Website:

www.northregionaltafe.wa.edu.au/we-are-here-you/student-support-services

Important note: Your feedback is important to North Regional TAFE so as an organisation we can be more responsive to the needs of people with disability. Through your support we aim to continually improve our ability to effectively identify, develop strategies and implement actions that reduce barriers for people with disability, their families and carers who may experience barriers in using our services.

What will we do with your feedback? If you have provided your contact details we will endeavor to response via email, phone, or letter, and you will be advised of any action taken. Personal information will not be disclosed to any third party without your consent, unless authorised or required by law.

The Disability Access and Inclusion Plan 2021 – 2025

North Regional TAFE intends to implement the following strategies and actions that target improving accessibility and inclusion of our services, facilities and information.

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

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
1.1 Maintain an AccessAbility Focus Group to monitor, guide the implementation of DAIP activities and respond to emerging priorities.	The AccessAbility Focus Group will meet six times a year tasked with reviewing progress, developing response to address emerging priorities or new access and inclusion initiatives for barriers as they are identified.	Six meetings annually	AccessAbility Focus Group Chairperson – Director Organisational Services
1.2 Ensure that College events, both on and off campus, are inclusive and accessible for all staff and students. E.g. New buildings opening, events, graduations, workshops.	Make available to all staff information relevant to promotional material, Services and Events and can locate information on Intranet / SharePoint to assist with the planning for access and inclusion.	Ongoing	Lead: All staff and organisers of new buildings opening, events, graduations, workshops Supported by: AccessAbility Coordinator
	Develop all Campus and event maps to highlight Accessible ramps, toilets and carparks. Publish maps on website and or communicate when event invitations are forwarded.	Review and update Annually	Lead: Facilities Manager Supported by: AccessAbility Coordinator
	Communicate Access and Inclusion / DAIP awareness within NR TAFE Connect / Lecturer Connect / Start of year checklist for all staff.	Annually Commencement of training year / Semester	AccessAbility Coordinator
	Undertake post review and evaluation of major events and communicate findings to the AccessAbility Focus Group.	Ongoing	All Staff organisers of new buildings opening, events, graduations, workshops
1.3 Ensure training services procedures, forms and student resources material are accessible for people living with a disability (Policy, Procedures, Forms, course guide, student handbook)	Make available to all staff information relevant to Policies, Procedures and Forms relative to services. Communicate and locate information on Intranet / SharePoint to assist with creation of all new and revised organisational documents.	Annual review by 30 June	Lead: Manager Organisational Support Services Support: AccessAbility Coordinator
	Develop student information to make available in alternative formats upon request, including material that is in electronic format, hardcopy in standard and large print, audio format on cassette or CD and by email.	Ongoing and review by 30 June each year	Lead: AccessAbility Coordinator Support: Marketing & Communications Coordinator
1.4 Increase NR TAFE ability to support students in training by transitioning where possible from casual employment to fixed term or permanent options for support worker staff	Explore business case potential to employ or convert casual AccessAbility support worker staff to more secure hours of engagement and employment options, i.e. Fixed Term Contract or Permanency.	By December 2021	Lead: Manager Organisational Support Services Support: Manager Human Resources

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

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
2.1 Ensure that all buildings and facilities are accessible, accessible including future premises leased and / or built by the College.	Continue to investigate accessibility of campus buildings and facilities. Conduct access audit on building accessibility and carparks needs annually and or as need is identified.	Annual review by 30 June	Facilities Manager
2.2 Ensure staff and students are aware of emergency evacuation procedures and plans.	Evacuation plans at each campus are reviewed annually and made available to all staff and students. (Corrective Action Plan to align all evacuation campus maps to make consistent and compliant with Australian Standards)		Lead on Evacuation Plans: Facilities Support: OSH Manager
	Provide information to staff and students on emergency evacuation procedures, directions and location of emergency evacuation, maps and procedures.	At time of student course inductions At time of new staff inductions and commencement	Lead for students: Course lecturer / Training Area Lead for staff: OSH Manager
	When identified through consultation or request from a student, carer or guardian, our AccessAbility Services will develop a Personal Emergency Evacuation Plan (PEEP), once established communicated to staff and student to ensure safe evacuation procedure.	Prior to commencement of training – to meet the student needs	Lead: AccessAbility Coordinator



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

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
3.1 Ensure that information about the College’s services, facilities and events are available in alternatives formats and is clear and concise.	Review and develop appropriate communication formats for policy, procedures, forms, signage and other relevant student documents. E.g. Student Handbook, Course Guides	AccessAbility Focus Group to develop timeframe, achieve prior to June 2025	Lead: AccessAbility Coordinator Support: Marketing & Communications Coordinator
	Develop “Accessibility” and “Contact us” to make more prominent on our Website www.northregionaltafe.wa.edu.au/accessibility	AccessAbility Focus Group to develop timeframe, achieve prior to June 2025	Marketing & Communications Coordinator
3.2 Inform staff, students and the community that College information is available in alternative formats on request.	Staff briefings and awareness training to inform staff information is available in alternative formats. Links on the Web and Intranet.	Commencement of training year / Semester	Lead: AccessAbility Coordinator Support: Marketing & Communications Coordinator
3.3 Ensure that the College’s website meets Web Content Accessibility Guidelines WCAG2.0	Accessible website checklist (hyper link to website) Ensure that WCAG2.0 standards are adhered to.	Annual review by 30 June	Marketing & Communications Coordinator



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

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
4.1 Raise staff awareness of disability and access issues and provide information sessions, awareness and training to improve skills to provide good service.	Promote and communicate Professional Development opportunities to all staff.	Ongoing as PD is available and approved	AccessAbility Coordinator
	Regularly communicate to staff via face to face visits, internal channels and platforms	Establish annual communication plan each year – Mid Term 1	AccessAbility Coordinator Manager Organisational Support Services
	Implement awareness at staff inductions and re-inductions	New staff start and start of year / Semester	AccessAbility Coordinator
	Develop a platform and collect relevant staff support information and resources in one place on the intranet / share point	Develop with new Share point intranet – commenced by 2022	AccessAbility Coordinator
	Coordinate awareness events and celebrate events of significance such as: <ul style="list-style-type: none"> ✓ International Day of People with Disability ✓ R U OK? Day ✓ World Mental Health Day For each event implement <ul style="list-style-type: none"> • “Pop up message” on our all workstation’s desktop • Posters promoting inclusivity for staff rooms, workshops and classrooms • Celebrate diverse abilities for all students and staff 	Each year 2021 – 2025	Lead: AccessAbility Coordinator R U OK Day Lead: OSH Manager Support: Marketing & Communications Coordinator
	Implement internal and external communication activities to raise disability awareness including disabilities that are not always visible for example acquired brain injury	Each year 2021 – 2025	AccessAbility Coordinator
	Implement measures that foster a culture of trust and inclusion so people with disability feel comfortable to share their disability information and therefore enable student support services to be more responsive in accommodating accessibility needs. Develop and post student support information on relevant platforms: <ul style="list-style-type: none"> • Website • Notice Board Flyer • Student Hand Book • Student enrolment confirmation email 		

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
4.2 Ensure that College staff are aware of the relevant requirements of the Disability Services Act, Disability Discrimination Act and Education Standards.	Make available relevant Access, Equity and Inclusion Acts and Standards available in one location Intranet/SharePoint	Develop with new Share point intranet – commenced by 2022	Lead: Manager Organisational Support Services Support: AccessAbility Coordinator
4.3 Ensure all new and revised documents are checked for compliance in Equity, Access and Inclusion principles	Develop Policies and Procedures Access Inclusion in accordance with the Quality Management System and make available on Intranet/SharePoint to assist and support staff. – Record a list of QMS documents that reference the DAIP, and note review dates.	Complete by QMS review date	Lead: Responsible Managers and Policy Owners Support: Manager Planning and Quality in accordance with the Policy Framework

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

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
5.1 Ensure that all people are provided with opportunities to feedback and comment on access to services.	Accept complaints in a variety of formats, such as by telephone, email, written or in person and the Feedback registered.	Ongoing	Manager Planning and Quality
	Resolve complaints in a timely and constructive manner.	Within complaint policy timeframe	Manager Planning and Quality
	Complaint Management Framework Review prior to August 2021.	August 2021	Manager Planning and Quality
5.2 Ensure that feedback and grievance mechanisms are accessible for all people.	Publicise and communicate assistance is available for people to make complaints, if requested.	Ongoing – review website each year by 30 June	Lead: Client Services Officers Supported: Marketing & Communications Coordinator, AccessAbility Coordinator

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

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
6.1 Ensure public consultations are accessible and inclusive for people with disability	Ensure that all students and staff are aware of consultative process, through intranet, AccessAbility Focus Group members.	Ongoing – AccessAbility Focus Group review by each year by 30 June	Responsible Managers and consultation owners
6.2 Seek a broad range of views from the community on disability and develop and maintain strategic partnerships with key agencies to maximise access to services for people with disability.	Liaise with NDIS Local Coordinators and other agencies and individuals to identify ways of enhancing community inclusion by regular meetings and working towards agreed projects and outcomes.	Ongoing – AccessAbility Focus Group review each year by 30 June	AccessAbility Coordinator

Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with North Regional TAFE

Strategy	Action / Initiative	Timeframe	Responsible Officer/s
7.1 Ensure recruitment practices are inclusive of and accessible to people with disability	Undertake actions as outlined in the EO Plan. Review EO Plan and ensure compliance with the WA Public Sector Commission's Workforce Diversification and Inclusion Strategy 2020 – 2025 and Public Sector standards and Instructions, Equal Opportunity Act and Discrimination Act	Ongoing – review each year by 30 June, aim to continually improve	Lead: Executive Management Team / Business Leadership Group Support: Human Resources
7.2 Ensure employees with disability are given support to undertake their role and meet long term career goals	Undertake actions as outlined in the EO Plan. Ensure all HR processes and procedures support diversity and inclusion. Consult and communicate with working with support agencies in ways of improving how to attract, recruit and retain people with disability.	Ongoing – review each year by 30 June, aim to continually improve	Executive Management Team / Business Leadership Group
7.3 Implement measures that foster a culture of trust and inclusion, where people with disability feel comfortable to share their disability information and therefore enable managers and supervisors to be more responsive in accommodating accessibility needs.	Executive Management Team /Business leadership Group to communicate rights and possible support for Reasonable Adjustment through undertaking discussions and communication with staff, communicate within the principles and intention That actions are inclusive, transparent and confidential.	Ongoing – review each year by 30 June, aim to continually improve	Executive Management Team / Business Leadership Group
	Professional development and guidelines are provided to Executive Management Team /Business leadership Group and make information available to all staff on reasonable workplace adjustments	Ongoing – review each year by 30 June, aim to continually improve	Manager Human Resources
	Review and explore new mechanisms to develop onboarding and induction processes that support people a with disability, to interview, appointment and ongoing employment.	Ongoing – review each year by 30 June, aim to continually improve	Human Resources

Please return any suggestions, feedback or comments to:

AccessAbility Coordinator, North Regional TAFE

Phone: **(08) 9192 9135**

Email: **AccessAbility@nrtafe.wa.edu.au** or **Feedback@nrtafe.wa.edu.au**

or by mail to: **PO BOX 1380, Broome 6725**



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