

**DEPARTMENT OF NATIONAL PARKS, RECREATION, SPORT AND RACING**  
**DISABILITY SERVICE PLAN 2014-2016**  
**Year Progress Report – 1 January 2014 to 30 September 2014**

<b>Priority 6</b>	Enhance mainstream services and facilities to enable genuine choice and participation in areas including education, employment, health, justice services and housing		
<b>Strategy 6.2</b>	Improve transition planning and pathways from school to post-school, further education, training and employment		
<b>National Disability Strategy (NDS) Outcome Area</b>	Outcome 5: Learning and skills—People with disability achieve their full potential through their participation in an inclusive high-quality education system that is responsive to their needs. People with disability have opportunities to continue learning throughout their lives.		
<b>Actions</b>	<b>Year 1 Products/Activities</b>	<b>Progress/Achievements</b>	<b>Responsible Area</b>
6.2.1 Work with universities to explore work experience options for students with a disability.	Develop protocols for work experience for students with a disability.	The department’s Industry and Vocational Placement procedures are being reviewed to incorporate the protocols.	HR – Corporate Services
6.2.2 Work with business units to consider graduate applications from people with a disability.	Provide support to graduate selection panels.	The guide being developed as part of outcome of 6.2.3 will be used to support panels.	HR – Corporate Services
6.2.3 Incorporate disability awareness within communication and cultural change initiatives through: <ul style="list-style-type: none"> <li>- Development of a guide to recruiting people with disability</li> <li>- Providing strategic recruitment advice and support to selection panels about recruiting people with a disability.</li> </ul>	Guide developed.  Provide intranet content for selection panels.	In progress due for completion in March 2015.  Since March 2014 the Reasonable Adjustment and Recruitment fact sheet was made available on the intranet.	HR – Corporate Services  Corporate Communications – Corporate Services

<b>Actions</b>	<b>Year 1 Products/Activities</b>	<b>Progress/Achievements</b>	<b>Responsible Area</b>
<p>6.2.4 Ensure the department's induction program includes information on disability awareness, and commitment to the department's Disability Service Plan through the development of the following intranet resources:</p> <p>Information for managers and employees who work with a person who has a disability to promote disability awareness and effective and positive workplace relationships.</p>	<p>Conduct an audit of the Department's induction information to identify opportunities for improvement.</p> <p>Disability awareness information to be placed on department's intranet.</p>	<p>A review of the department's induction process was undertaken and a number of improvements identified. These are currently being implemented. New Induction module will be available in January 2015.</p> <p>A number of fact sheets on working with people with a disability have been developed and published on the department's Diversity intranet and are available to employees.</p>	<p>HR – Corporate Services</p>

<b>Priority 7</b>	Promote genuine participation in the community		
<b>Strategy 7.1</b>	Increase opportunities to take part in and enjoy sports, tourism, arts, cultural and recreational activities		
<b>National Disability Strategy (NDS) Outcome Area</b>	Outcome 1: Inclusive and Accessible Communities - People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life.		
<b>Actions</b>	<b>Year 1 Products/Activities</b>	<b>Progress/Achievements</b>	<b>Responsible Area</b>
7.1.1 Promote, and provide opportunities for persons with a disability to participate in sport and recreation activities.	<p>Promote and release Queensland Sport and Recreation Industry Development Program (QSRIDP)<sup>1</sup>.</p> <p>Promote and release Rounds 2 and 3 of Get in the Game<sup>2</sup>.</p>	<p>Sport and Recreation Services promotes an inclusive policy approach which encourages funded organisations to cater for people with disability.</p> <p>Through the QSRIDP, the department provided a specific funding category for state-level sport and recreation organisations servicing Queenslanders with a disability.</p> <p>During 2013–14, \$607,328 funding was provided to five organisations focused on servicing people with a disability.</p> <p>In 2013–14, the department provided funding of more than \$77,000 to nine organisations under the second round of Get Going<sup>3</sup> to provide programs that create opportunities for more Queenslanders to become members including organisations catering for people with a disability<sup>4</sup>.</p>	Sport and Recreation Services

<sup>1</sup> This program provides for the delivery and development of sport or active recreation through the coordination of statewide activities, programs, services and events. The program's primary objective is to increase grassroots participation by focusing on club/association support and development, and improving service delivery to clubs/affiliates and stakeholders.

<sup>2</sup> The Get in the Game initiatives includes three programs: Get Started, Get Going and Get Playing.

<sup>3</sup> The Get Going program provides clubs with up to \$10,000 for initiatives to encourage new members and provide quality services for active members such as promotional activities, equipment purchases and membership drives.

<sup>4</sup> This included AFL Brisbane Juniors Inc., Bundaberg R.D.A Inc., Cairns Yacht Club Inc., Mooloolaba Outrigger Canoe Club Inc., Pony Riding for the Disabled Assn., QPCYWA-Bowen, Sunshine Coast Riding for the Disabled (RDA) Inc., Bundaberg R.D.A. Inc., Townsville Gymnastics Assn. Inc.

Actions	Year 1 Products/Activities	Progress/Achievements	Responsible Area
	<p>Promote and provide education and training programs that encapsulate strategies for local clubs to build capacity for inclusive participation for persons with a disability.</p>	<p>Through Get Playing<sup>5</sup>, the department provided funding of \$646,585 to eight sport and recreation organisations<sup>6</sup> to either build new or upgrade current infrastructure to cater for people with a disability.</p> <p>In round 3 of Get Started, 82 clubs were registered to provide disability activities and 164 vouchers were redeemed at these clubs.</p> <p>The department delivers Building Active Community Workshops<sup>7</sup> across Queensland. During 2014 Sporting Wheelies delivered one specific workshop on the department's behalf which targeted inclusion strategies at a funding investment of \$1700.</p> <p>In addition, the department supported Sporting Wheelies to deliver physical activity inclusion workshops to teachers at a total funding investment of \$3000.</p>	

<sup>5</sup> The Get Playing program provides clubs with up to \$10,000 to support much needed infrastructure development and upgrades to ensure sport and recreation clubs are able to meet the current and future needs of club members and the local community,

<sup>6</sup> This included Fraser Coast Pistol Club Inc., Herbert River Gun Club Inc., Noosa Yacht and Rowing Club Inc., Pony Riding for the Disabled Assn., Pine Hills Football Club Inc., Caloundra City Junior Rugby Union Inc., Pine Central Holy Spirit Rugby League Football Club Inc., Palm Beach-Currumbin Sports Club Ltd.

<sup>7</sup> The Building Active Communities Workshops focus on key local issues in the sport and recreation industry. The workshops aim to increase the skills and knowledge of coaches, officials, administrators and volunteers in the local community.

<b>Priority 7</b>	Promote genuine participation in the community		
<b>Strategy 7.2</b>	Improve accessibility of public places and spaces		
<b>National Disability Strategy (NDS) Outcome Area</b>	Outcome 1: Inclusive and Accessible Communities - People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life.		
<b>Actions</b>	<b>Year 1 Products/Activities</b>	<b>Progress/Achievements</b>	<b>Responsible Area</b>
7.2.1 Reduce red tape for parks and forests visitors with assistance animals.	Implement the revised Assistance Animals in QPWS managed areas policy, ensuring permit no longer required.	This action was completed earlier than expected, in July 2013. Queenslanders and visitors with disability are now enjoying increased freedom to access parks and forests with assistance animals.	QPWS
7.2.2 Incorporate accessibility features into redevelopment of Mon Repos Turtle Centre, David Fleay's Wildlife Centre and Walkabout Creek Visitor Centre.	Complete Master Planning of visitor centres.	Accessibility features have been included in the David Fleay Wildlife Centre canoe launch and amphitheatre, and will be incorporated in future developments as per the Master Plans for these centres.	QPWS

<b>Priority 7</b>	Promote genuine participation in the community		
<b>Strategy 7.3</b>	Provide government and public information in diverse languages and accessible formats, including formats that best meet the needs of Aboriginal and Torres Strait Islander people.		
<b>National Disability Strategy (NDS) Outcome Area</b>	Outcome 1: Inclusive and Accessible Communities - People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life.		
<b>Actions</b>	<b>Year 1 Products/Activities</b>	<b>Progress/Achievements</b>	<b>Responsible Area</b>
<p>7.3.1 The department's web site shall provide a link to the Queensland Government's resource for languages other than English  <a href="http://www.qld.gov.au/languages/">http://www.qld.gov.au/languages/</a></p> <p>All HTML web content on the department's site is able to make use of broadly accepted functionality within browsers and operating systems to aid in information access to users with disabilities and/or information access restrictions. As a department we will continue to pursue the publication of web content in more accessible formats (HTML) that are easily 'translated' by standard browser language packs rather than providing content in proprietary formats such as PDF and Word that decrease the availability of content in other languages.</p>	<p>Documents and website to include information on how to access the translation and interpreting service.</p> <p>Documents and web site to include information on how to access the library service.</p>	<p>Completed. The web address is <a href="http://www.nprsr.qld.gov.au/contactus/index.html">http://www.nprsr.qld.gov.au/contactus/index.html</a></p> <p>The library catalogue is visible on the home page.</p>	Corporate Communications

<b>Priority 7</b>	Promote genuine participation in the community		
<b>Strategy 7.5</b>	Promote and provide access to communication and assistive technologies that are appropriate and affordable		
<b>National Disability Strategy (NDS) Outcome Area</b>	Outcome 1: Inclusive and Accessible Communities - People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life.		
<b>Actions</b>	<b>Year 1 Products/Activities</b>	<b>Progress/Achievements</b>	<b>Responsible Area</b>
7.5.1 Educate staff on effective communication strategies for employees, clients/stakeholders and visitors with a disability through availability of intranet resources and links.	Information on communication and assistive technology to be developed and placed on intranet.	A number of fact sheets on working with people with a disability have been developed and published on the department's Diversity intranet and are available to employees.	HR – Corporate Services  Corporate Communications – Corporate Services
7.5.2 Ensure the department's induction program includes information on disability awareness, and commitment to the department's Disability Service Plan through the development of intranet resources for employees with a disability on how to access assistive technology and support.	Conduct an audit of the Department's induction information to identify opportunities for improvement.  Disability awareness information to be placed on department's intranet.	Refer 6.2.4  Refer 6.2.4	HR – Corporate Services