



Our disability plan.

2024 to 2027.



We are Achieve Australia.

Our short name is Achieve.



People with disability work here. You may

- be autistic
- be Deaf
- use a wheel chair
- find it hard to learn new things.



You may work

- in the office
- at a hub. There are day programs here.

or



You may help people

- in their home. Like you help them to cook
- in the community.

Like you help a person to do their shopping.



We want to be a good place to work.



This plan says what we will do. It is for

- 2024
- 2025
- 2026
- 2027.



Things we did

Our new plan starts in 2024.

We did some things to write this plan.



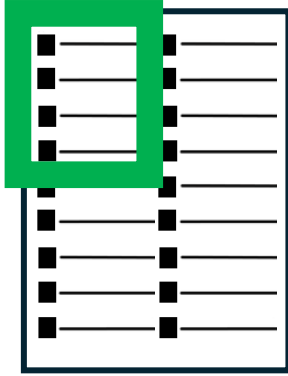
We talked to people with disabilities who

- work here
- get help from Achieve.



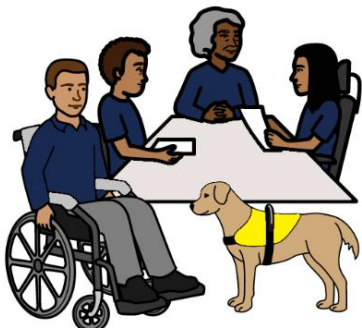
We listened. You told us

- what we can do better
- new ways to do things.



You told us lots of things we must do.

We did some things right away.



We have a team. They plan how we work.

We call them the Board.

We made a goal.

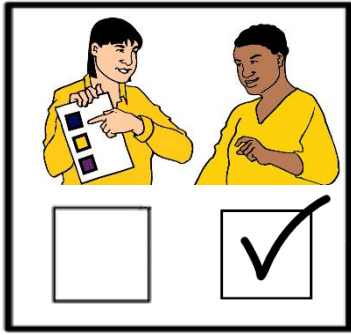
We want people with disabilities in this team.



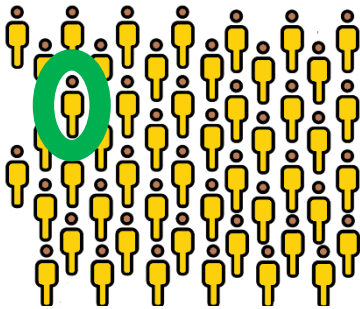
We made a new website. It is easy to use.

You can do things like

- have big writing
- have colours you can see
- get the computer to read the words to you.



We checked how many staff have a disability.



It was 1 staff person in 50 have a disability.

Like there are 50 staff in a room.

1 staff person has a disability in that room.



We changed how we find new staff. We changed

- our job ads
- how you can ask for a job.

We made it fair for people with disabilities.



The Australian Disability Network

checked our work.

They say it is fair for people with disabilities.

They call us a Disability Confident Recruiter.



We want more people with disabilities

to work here. We get help from

- the Achieve Foundation
- Life Without Barriers
- Yooralla.

They help us be a good place to work.

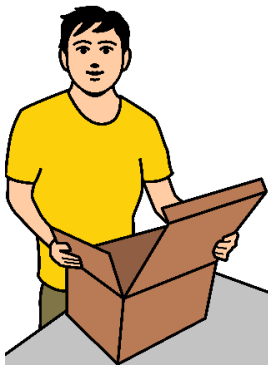


More people with disabilities work at Achieve.

You may work at The Sewing Basket. It is a shop.

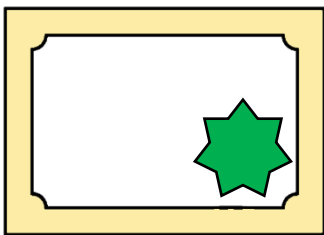
It sells things you can make things with. Like

- wool
- cloth for clothes.



You may work at AchievAble Enterprises.

You may pack things in boxes. Like tins of food.

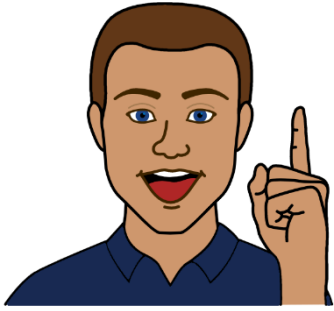


We helped some workers to study.

It was for 1 year. They got a paper.

It says they can do the job.

We call it a Certificate 3.



Our big ideas



We have 3 big ideas. They are about

- our people
- our places
- our voices.

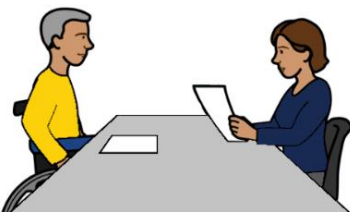


The ideas help us plan what we need to do.



1. Our people

You are part of our team.



We must think about

- how you ask for a job
- how we choose who gets a job
- what help you need at work.



We will change how we find new staff.

We will make sure you

- want to work here
- can work here
- stay in your job.



We will tell people

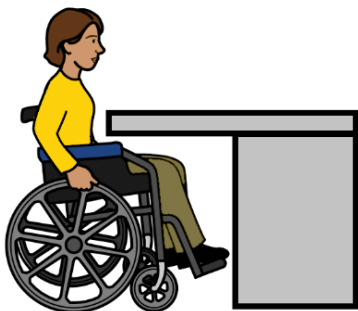
- about the good things we do
- how we make it fair for staff with disabilities.



You work at Achieve. We will ask what you need.

Like your desk does **not** fit your wheel chair.

You need a different desk.



We make a plan for you.

We think about what you need.

We get a desk you can use.



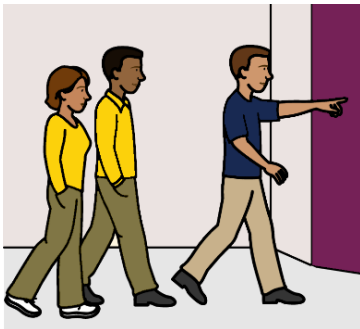
We will start a new group.

It is for staff with disabilities.

You tell us about your work.

You have ideas. They are to make work better.

We listen to you.



You get a job at Achieve. You start work.

We will make this easy for you. Like we

- show you the work place
- help you learn how we do things.



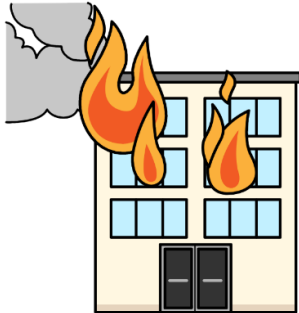
We will help you learn new things.

It is to help with your job.



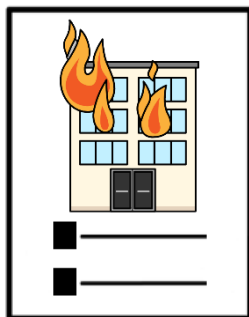
We will teach all staff about disabilities. Like

- what is a disability
- your rights
- how to be a good work mate.



There may be danger. Like there is a fire.

You may need help.



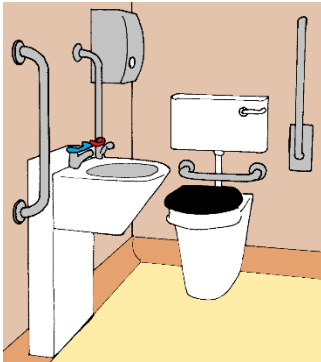
We will have a plan. You will know

- what to do
- how to be safe
- who will help you.



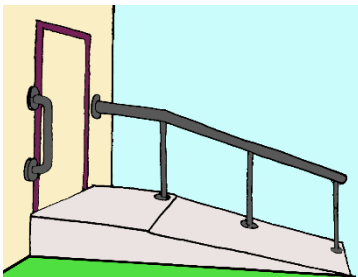
2. Our places

You can use your work place.



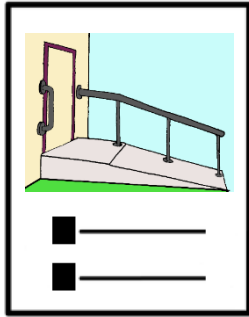
We will check you can use

- the toilets
- all the doors
- the lunch room.



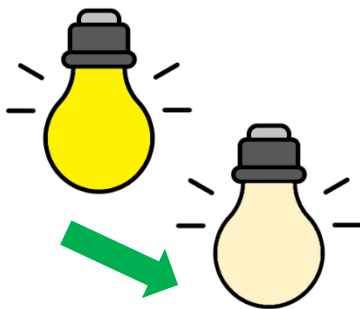
We will check our buildings have

- ramps
- signs you can read
- space for you to work.



We will make a list.

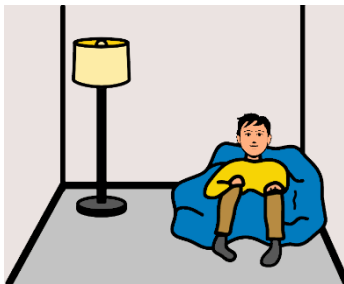
It is for the things we need to do.



We will think about more things you need.

Like the light may hurt your eyes.

We may change the lights.



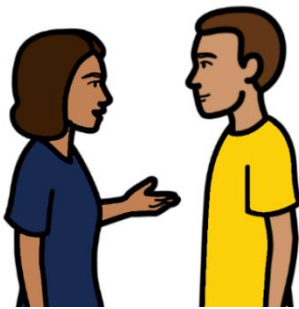
There may be lots of noise. It is hard to think.

We may make a quiet space. You can go there.



3. Our voices

We tell you things. You know what we mean.



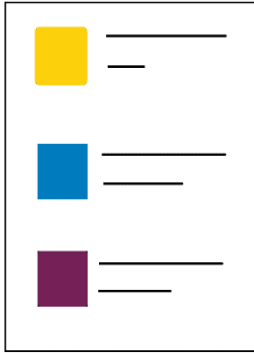
We think about

- the words we use
- the pictures we use

and



- how we talk to you. Like we use sign language.



We will make our papers easy to read. Like

- our rules
- how we do things.

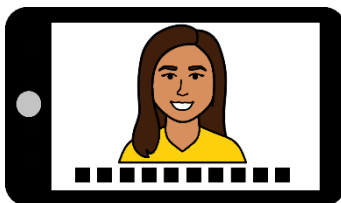


You may need help to learn things.

You do a new job. You need to learn the steps.

We will train our staff.

They know the best way to help you.



We will use new tools to help you.

Like we do a video call. You may be Deaf.

We put the words on the screen.

You can read what people say.



We use computers. You can

- check the days you work
- ask for days off
- write notes about your work.

We will make the computers easy to use.

Images

We can use these images. They are from



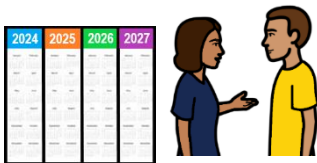
- CHANGE changepeople.org

- Inspired Services



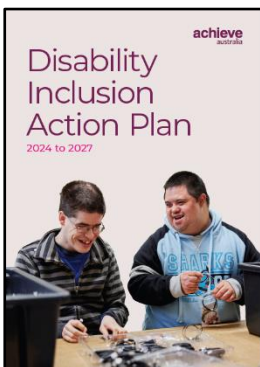
- The Noun Project

- Picto Selector



- Tobii-Dynavox.

We can use these logos.



This plan is based on the Disability Inclusion Action Plan Achieve Australia 2024 to 2027.



Access
Easy English

Access Easy English wrote the Easy English.

August 2024.