

## Disability Access and Inclusion Plan 2017–20

The SACE Board is committed to improving the participation of people with disability across a range of areas so that they can enjoy the rights and opportunities provided to all citizens and students to reach their full potential.

The SACE Board's Disability Access and Inclusion Plan 2017-20 has six outcomes:

### 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.**

- Disability access considerations are incorporated into the agency's accommodation planning and priority is given to addressing any issues identified for rectification.
- The SACE Board is committed to ensuring the SACE website is accessible to all users. The upgraded SACE website includes a number of key improvements to ensure that site content, as well as hundreds of documents, meet Web Content Accessibility Guidelines (WCAG) 2.0, Level A standards.

### Outcome 2. Economic security and employment

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

- In line with South Australia's Strategic Plan (Target 50: Increase by 10% the number of people with a disability employed in South Australia by 2020), as of 30 June 2016, the SACE Board has 2.65% employees with a declared disability of its total workforce.
- Supporting this, the SACE Board has adopted the process outlined in Commissioner's Determination 1 - Merit, Engagement, Assignment of Duties and Transfer of Non-Executive Employees with regards to employment considerations (Public Sector Special Employment Programs — Disability Employment Register).

### Outcome 3. Rights protection, justice and legislation

**People with disability have their rights promoted, upheld and protected.**

- The importance of accessible communication is recognised with the SACE Board continuing to make enhancements, with all online and printed material made available in a range of formats to ensure accessibility and inclusiveness. The SACE Board aims to have all publication and information use inclusive language, correct symbols and access information (where relevant). Accessible design principles are applied when new publications are being developed.
- Disability awareness training will be embedded within the SACE Board as part of our strategic workforce planning.

### Outcome 4. Personal and community support

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

- The SACE Board has a complaints process that provides access for people with disabilities, their families and carers to address service delivery issues.
- Contact details are provided on the SACE website in case anyone from the public has accessibility issues.
- The induction program reinforces the principles of equal opportunity and fair treatment to all staff.

- Feedback is encouraged and sought on improvements in the workplace to support people with disabilities.

#### **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.**

- Modified subjects are designed to allow students with identified intellectual disabilities to demonstrate their learning in a range of challenging and achievable learning experiences. There is a continuing increase in the diversity of students accessing modified subjects, and also an increasing number of students accessing both modified and mainstream subjects to complete their SACE.
- Students can apply for special provisions if they have an illness or impairment that affects their ability to participate and/or comply with the conditions or requirements of an assessment task.
- The SACE Board publicly recognises students who have demonstrated outstanding achievement whilst undertaking SACE modified subjects through the granting of the 'Excellence in Modified SACE Award' and presented at the SACE Merit Ceremony.
- SACE modernisation 2016-2020 agenda provides students' with the opportunity to demonstrate their learning a using a range of various digital formats that are more accessible for students with disabilities.
- The SACE Board ensures training is accessible to all staff and requests for particular requirements are considered by management.
- Consultation is regularly undertaken for special provisions and modified subjects to ensure people can achieve their full potential.

#### **Outcome 6. Health and wellbeing**

**People with disability attain the highest possible health and wellbeing outcomes throughout their lives.**

- All employees with relevant disability and/or limited mobility have a personal emergency evacuation plan, which is discussed during the induction program and in work health and safety for managers training.