

Every Queenslander Succeeding

Disability Service Plan



Message from the Director-General

Our priority is to give all children a great start and continue to engage every child and young person through inclusive learning.

Our greatest strength is the diversity, talent and commitment of our people. The capability of our team to create positive and inclusive workplaces, where everyone works together to deliver a better future for all Queenslanders, is a focus of our plan for the future. Strong leadership is critical for the inclusive early years and schooling opportunities we need to continue to lift learning outcomes for all Queenslanders.

Our plan provides clear direction to ensure that Queenslanders with disability succeed. We all contribute to creating work, service delivery and learning environments that deliver the benefits diversity brings. In doing this, we are committed to collaborating with our students, staff, community and partners, to support all Queenslanders to succeed, regardless of their background, postcode, personal circumstances or ability.

Tony Cook

Tony Cook
Director-General

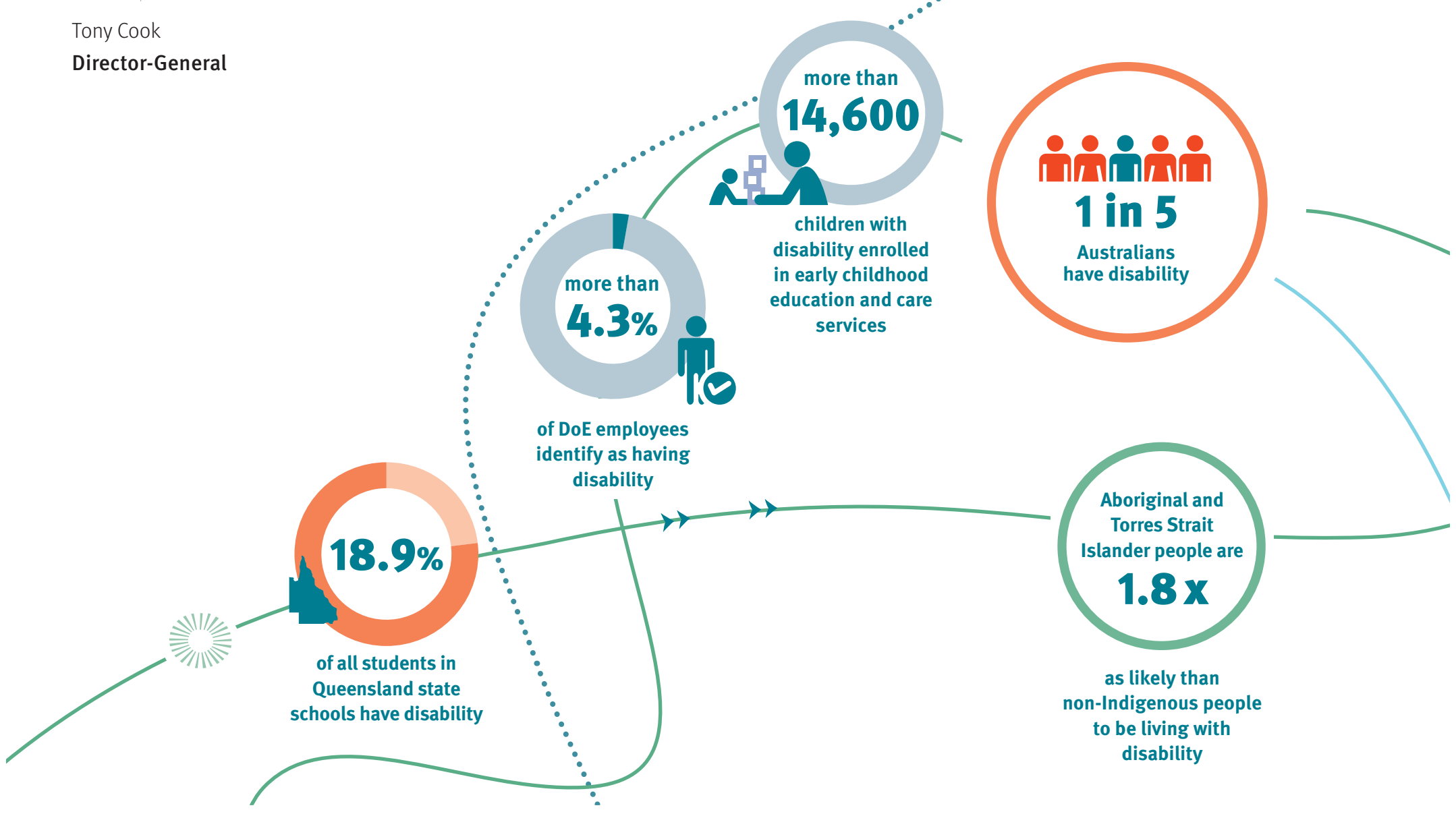
“

Equity
is who has the keys to the room.

Diversity
is who is in the room.

Inclusion
is who feels welcome in the room.”

Emmanuel Schanzer, Bootstrap Program Director

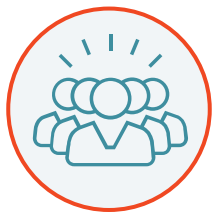


Our continued commitment to provide opportunities for all Queenslanders

The ongoing response to the COVID-19 pandemic has delayed release of the next National Disability Strategy and Queensland State Disability Plan, expected in 2022. To affirm our commitment to an inclusive Queensland that prioritises wellbeing and celebrates diversity, we have undertaken a review to ensure we have a clear plan for our work to continue to support disability inclusion across the next 12 months.

The department looks forward to delivering a full three-year plan as soon as possible, aligned to the new National and State plans.

Across our services and diverse workplaces, we are already contributing to lifting outcomes for children, students and Queenslanders with disability. In Queensland state schools our work is guided by the *Disability Review Response Plan*. Our work aligns with the Queensland Government *All Abilities Queensland: opportunities for all – State disability plan 2017–2020* and its five priority areas:



Communities for all

- provide clear policy advice and direction to our staff, leaders and partners that outline our expectations for inclusive services
- apply principles of universal design and access where appropriate to our working and learning environments and the information we provide to children/students, staff, community and partners
- create welcoming and inclusive environments for all Queenslanders, where every person's human rights are respected, protected and promoted.



Lifelong learning

- create opportunities for children with disability and their families to access and engage in early childhood programs and services
- lift the quality of state schooling for students with disability through the *Every student with disability succeeding plan*



Employment

- develop targeted strategies to lift employment of people with disability in the Department of Education by valuing the talent in all abilities
- build the capability of leaders and managers to understand and value different abilities and ensure inclusive employment practices
- provide inclusive work environments that support staff with disability and enable career opportunities and pathways



Everyday services

- work with the National Disability Insurance Agency, non-government organisations and other government agencies to support access for the National Disability Insurance Scheme (NDIS)
- focus on partnering with children/students and their families/carers to identify individual learning needs and make learning adjustments
- ensure that all Department of Education procurement activities comply with the *Disability Discrimination Act 1992* (Cth)



Leadership and participation

- ensure consultation processes are accessible and maximise participation opportunities for people with disability
- build the capability of leaders through awareness and skill development opportunities to create inclusive work and service environments
- support our teams to improve their knowledge and skill in delivering inclusive learning opportunities

