

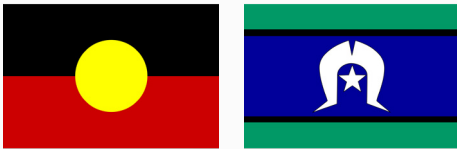


# Disability Action Plan 2023 to 2026

Easy Read version



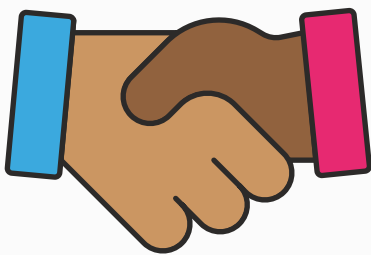
# Acknowledgement of Country



We acknowledge First Nations peoples are the first to care for Country.

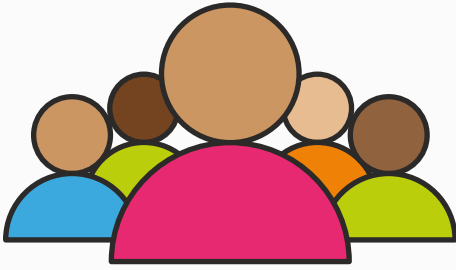


Country is the land we work on.



Acknowledge means we respect First Nations people and Elders, and their:

- culture
- history
- language.



Elders are very important to the community and know a lot about culture and history.



We acknowledge First Nations peoples in Victoria and New South Wales.

# About this plan



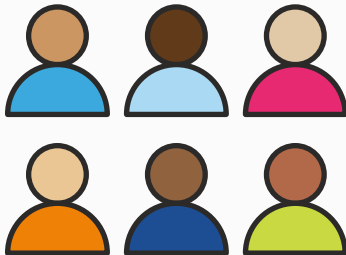
This plan is from Scope.



We wrote this plan to tell you about how we will make Scope more accessible and inclusive.



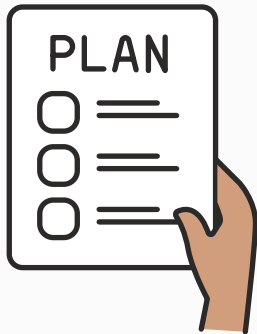
Accessible means everyone can join in.



Inclusive means everyone feels welcome and important.



This plan is an Easy Read summary of our Disability Action Plan. Summary means we only include our most important ideas.



When we write our plan, we mean our Disability Action Plan.



You can read the full version of our plan on our website at [scopeaust.org.au/about-us/reports-and-governance/](https://scopeaust.org.au/about-us/reports-and-governance/)

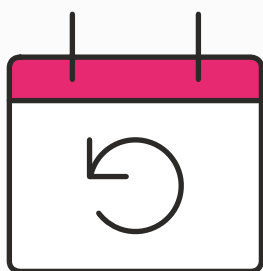


You can also find our contact information on page 20 at the end of this document.

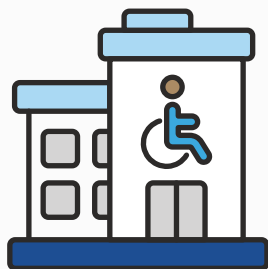
# About Scope



We help people with disability and their families.



We started more than 75 years ago.



Scope is one of the biggest disability organisations in Australia.



We support more than five thousand people with disability across Victoria and New South Wales. We call these people our clients.

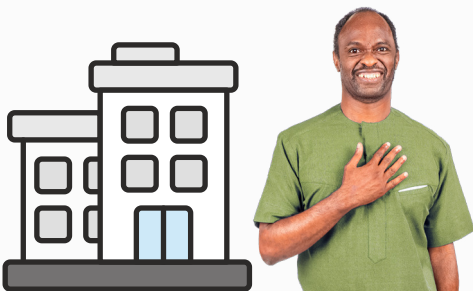


We have many different service areas in our organisation.



Some of our services areas are:

- homes for people with disability
- therapy
- individual support.



We also work with other organisations to improve how they include people with disability.

# How we will use our plan



We will use our plan to make working at Scope better for people with disability.



We will also use our plan to make sure discrimination does not happen at Scope.

Discrimination means a group of people are treated unfairly.

# Our plan



Our plan goes from 2023 to 2026.



Our plan has 4 areas:

- physical and digital environments
- workforce
- inclusion and empowerment
- implementation, monitoring, and review.

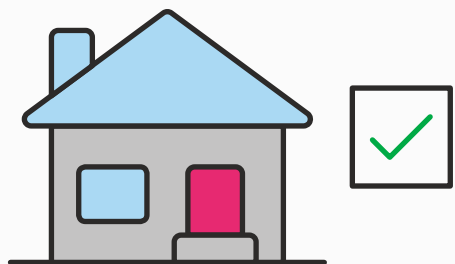


Each area has some actions that we will do. The actions are to make Scope more inclusive and accessible.

# Physical and digital environments

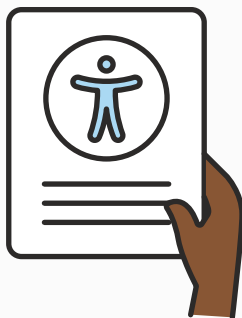


This is about what we will do at Scope to make physical and digital spaces better.



## Some actions we will do

We will make sure our homes are accessible for our clients.



We will collect information about our homes. For example, we will do access audits



We will work with other people to update our homes and to make sure they work well for people with disability.



This means we will work with people who give Specialist Disability Accommodation.



We will make sure the physical spaces we share are accessible to everyone in the community. For example, we will make the buildings we use meet the right standards.

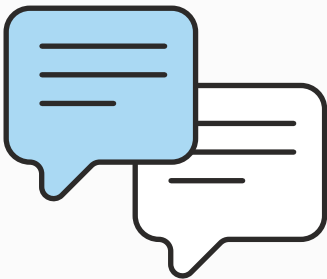


We will make sure what we share in our digital spaces is accessible. For example, we will make sure everyone can:

- understand documents we give them
- attend meetings
- use the programs they need for work.



We will make Easy Read documents, like this one, so that important information is accessible.



We will make sure everyone can tell us if they think we can make something more accessible.

# Workforce



This is about what we will do to make it better to work at Scope.

## Some actions we will do



We will make sure people with disability feel safe and supported. For example, people with disability:

- can access work at Scope
- understand the support we give
- have what they need as an employee.



We will make processes easier for people with disability, like how you apply to work at Scope.



We will make sure we understand more about people with disability whenever we employ someone new.



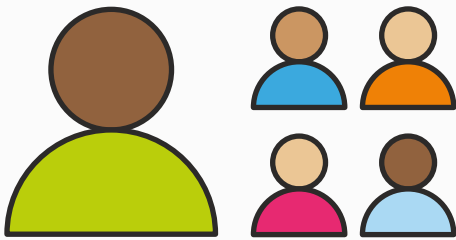
To do this, we will send out a survey to ask people about their experience with disability.



A survey means we ask you questions and you tell us your answers.



We will ask people with disability to tell us what we can do better and how we can support them.



We will make it so that people with disability feel confident they can get hired as a leader.

# Inclusion and empowerment



This is about how we can support people so they are:

- confident to make their own choices
- accepted at Scope.



## Some actions we will do

We will work with other organisations to help our clients get work and study. For example, give our clients job confidence and advocacy training.



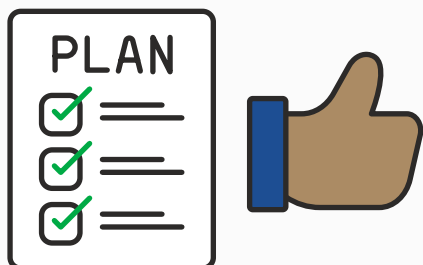
We will make sure people with disability can lead Scope to do our plan and become leaders at Scope.



We will make sure the people we work with can:

- help us give better services
- tell other people about things that are important to people with disability.

## Implementation, monitoring, and review

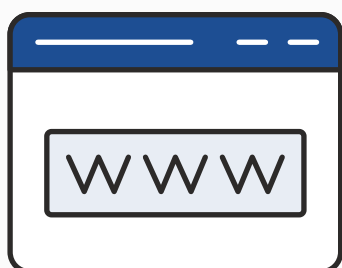


This is about how we can check that we do the actions in our plan, and that our plan will make Scope better.



### Some actions we will do

We will put our plan on the Australian Human Rights Commission website.



We will make sure everyone can access our plan. For example, we will put this Easy Read plan on our website.



We will ask people with disability at Scope about our plan. For example, over time we will ask clients and employees with disability what they think.



We will write a report, it will be about things like the actions we have done in our plan.



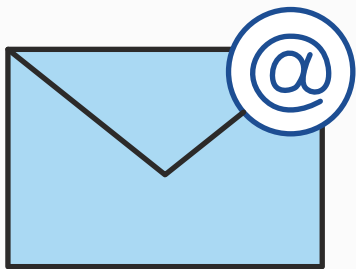
We will show the report to our leadership teams.



We will also tell people about the plan on our website and on our social media.

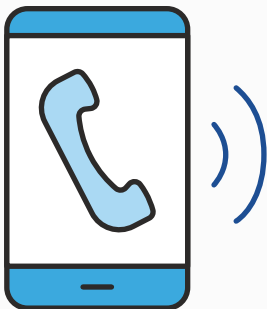
# Contact information

There are many ways to contact us.



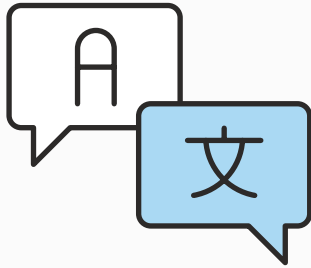
## Email

[contact@scopeaust.org.au](mailto:contact@scopeaust.org.au)



## Call

1300 472 673



## Use the Translating and Interpreting Service (TIS)

Call 131 450 and ask to speak to Scope on 1300 472 673.



## Use the National Relay Service (NRS)

Visit the [National Relay Service](https://www.nrs.gov.au) website.

This document (job A12663) was created by Scope (Aust) Ltd. using both licensed and custom images. Document must not be sold to third parties. The images must not be reused without permission. For more information contact Scope on 1300 472 673 or visit [scopeaust.org.au](https://scopeaust.org.au)