



## **Mouse Proof Brewing Pty Ltd Disability Action Plan (Interim)**

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**Version:** 2.0

## 1. Introduction

Mouse Proof Brewing (MPB) is committed to providing an accessible and welcoming venue for people with disability (PWD). We recognise our obligations under the **Disability Discrimination Act 1992 (Cth)** and this Disability Action Plan sets out our practical and proportionate measures to ensure inclusion while acknowledging the constraints of operating from a heritage-listed building as a small business.

This plan focuses on immediate, low-cost improvements as well as commitments to future upgrades, ensuring that accessibility continues to improve over time.

## 2. Objectives

- Ensure physical access to the venue during operating hours.
- Provide equitable toilet facilities for PWD through interim and long-term solutions.
- Remove barriers to participation in events and services where possible.
- Commit to staged improvements in line with planned capital works.
- Maintain compliance with the Disability Discrimination Act 1992 and the advice of accredited access consultants.

## 3. Scope and Limitations

Due to the inherent requirements of hospitality roles at MPB, which involve rapid movement on stairs carrying food and drinks, some positions may not be suitable for all people with mobility impairments. This reflects unjustifiable hardship within a small heritage venue. However, MPB remains committed to providing inclusive opportunities where reasonable adjustments are possible.:

- **Staff and operational areas** are not required to meet PWD accessibility standards, as the work requires rapid movement up and down stairs carrying food and drinks.
- **Out of hours PWD access** is not required, as the premises cannot be reasonably modified to provide access when the venue is closed.

These limitations are recognised under the “unjustifiable hardship” provisions of the Act.

#### 4. Current Measures

- **Fixed-open access:**
  - Side door (“Pit” access) is fixed open during trade.
  - Front sliding door is fixed open during trade.
- **Portable toilet:** A compliant **portable PWD-accessible toilet** is provided on-site to ensure equitable toilet facilities in the interim.
- **Customer service support:** Staff are trained to assist PWD with navigation of the venue and to adapt service where possible.

#### 5. Future Commitments

- **Automated side door (“Pit” access):** To be installed as part of the next stage of works, completed by **31 December 2025**.
- **Permanent internal toilet facilities:** To be installed by **31 December 2025**, comprising:
  - 1 x Unisex PWD toilet
  - 1 x Ambulant Male toilet
  - 1 x Ambulant Female toilet

#### 6. Goals and Targets

Goal	Action	Timeline	Responsibility	Measure of Success
Ensure accessible entry during trade	Keep front and side doors fixed open	Immediate & ongoing	Venue Manager	Doors open during all trade hours
Provide interim toilet access	Maintain portable PWD toilet on site	Immediate & ongoing	Venue Manager	Portable unit available & serviced
Improve entry access	Automate side door to the Pit	By 31 Dec 2025	Director	Installation complete
Provide equitable permanent toilets	Install 1x PWD + 2x Ambulant toilets	By 31 Dec 2025	Director	Toilets operational

## 7. Evaluation

This plan was developed with reference to the advice of an accredited disability access consultant and will be updated based on feedback from people with disability who use our venue.

The following outlines the evaluation process:

- Quarterly internal review by Director and Venue Manager.
- Feedback from customers recorded and reviewed.
- Adjustments made as required in consultation with access consultant.

## 8. Communication

- This Disability Action Plan will be made available to staff, customers (upon request), and the certifier.
- Staff will be briefed on their role in implementing and supporting the plan.
- Progress will be reported in venue updates and to relevant authorities.

## 9. Review

- Interim plan to be reviewed annually.
- Updated plan to be prepared and submitted once Stage 2 works (automated side door and permanent toilets) are complete by **31 December 2025**.

*This plan was revised and approved by the Director and Owner of Mouse Proof Brewing Pty Ltd on Friday the 19<sup>th</sup> of September 2025.*



**Prof John McLean Bennett, CPSS**

Director & Owner

Mouse Proof Brewing Pty Ltd