

ACT Corrective Services Disability Action and Inclusion Plan Progress Report to 31 December 2021

In December 2020, ACT Corrective Services (ACTCS) launched the ACTCS Disability Action and Inclusion Plan (DAIP) to demonstrate ACTCS' commitment to provide an inclusive and equitable service across operations. The actions in the DAIP aim to address barriers experienced by people with disability, including staff members, detainees, offenders in the community, and community members.

In 2021 an Implementation Plan was developed to outline actions for achieving the commitments of the DAIP.

A Steering Committee made up of staff from ACTCS, JACS Legislation, Policy and Programs (LPP), Office for Disability and an individual advocate (yet to be appointed) has been established to guide implementation of the DAIP and provide connection to expertise and resources beyond ACTCS. Representatives who are also on the Disability Justice Strategy Reference Group (i.e., staff from LPP and the Office for Disability) will ensure that the implementation of the DAIP is aligned with the broader Disability Justice Strategy.

The progress on the DAIP to date is summarised in the table below.

Tranche 1 DAIP Commitments			
Commitment	Progress to date	Status	Next steps
<p>1.1: Develop and deliver staff disability confidence and response training to ACTCS staff in alignment with ACTCS training frameworks.</p>	<p>Conducted a training survey to understand current levels of staff confidence in working with people with disability.</p> <p>Identified existing training opportunities.</p> <p>Due: December 2022</p>	<p>On track</p>	<p>Further investigate the preferred option.</p> <p>Determine the scope and source of training content.</p>
<p>1.2: Establish a consultative Disability Reference Group (including people with disability in the membership) with internal and external stakeholders to inform future service improvement.</p>	<p>Explored whether any existing networks are suitable for immediate consultation.</p> <p>Under the direction of the Steering Committee, developed a process for identifying and sourcing a fit for purpose Disability Reference Group.</p> <p>Due: December 2022</p>	<p>On track</p>	<p>Recruit and appoint appropriate members to form the Disability Reference Group.</p>

Commitment	Progress to date	Status	Next steps
<p>1.3: Investigate the interest and viability in establishing a peer network for staff and/or offenders with disability.</p>	<p>Promoted the Justice and Community Safety (JACS) Directorate staff disability peer network to all ACTCS staff.</p> <p>Due: December 2021</p>	<p>Delayed: The offender investigation is now part of the Disability Framework consultations</p>	<p>Engage with detainees and offenders to investigate interest in disability networks during the consultations for the Disability Framework</p>
<p>2.1: Audit visitor print materials and stakeholder information (ACTCS website) and develop content to ensure critical information is accessible, inclusive and alternative formats available.</p>	<p>Reviewed visitor information and the visits experience and obtained feedback.</p> <p>Identified the need for a video for the visiting process at the Alexander Maconochie Centre, a video to provide critical information for offenders being supervised in the community, and a short induction video for offenders taken into custody at the Court Transport Unit.</p> <p>Obtained in principle agreement from JACS Media to support production of the videos.</p> <p>The Executive Champion for Disability has been exploring funding sources to commission video development.</p> <p>Due: December 2022</p>	<p>On track</p>	<p>Conduct more detailed planning and produce the identified videos.</p> <p>Develop new materials and modify formats of information for offenders and detainees, including translating the Detainee Handbook, Induction Handbooks and Women's Handbooks into easy English.</p>
<p>2.2: Establish sustainable feedback mechanism relating to accessible communication and information in the ACT Corrective Services environment.</p>	<p>Developing an annual visitor survey to obtain feedback on satisfaction and communication and develop a timetable for when this survey will be conducted.</p> <p>Due: December 2022</p>	<p>Delayed: Development of the survey has been delayed due to operational constraints</p>	<p>Review the ACTCS website for an accessible way to provide feedback through consumer testing.</p>

Commitment	Progress to date	Status	Next steps
<p>3.1: Engage the Disability Reference Group to ensure issues relating to people with disability are considered in the operationalisation of the Reintegration Centre.</p>	<p>The Reintegration Centre project is currently paused. In the interim, investment to reinstate the Transitional Release Program and Transitional Release Centre is underway.</p>	<p>This commitment related to the infrastructure elements of the Reintegration Centre and is therefore on hold.</p>	<p>To be reactivated upon recommencement of the Reintegration Centre Project.</p>
<p>4.1: Develop and implement the Disability Offender Framework in consultation with relevant stakeholders.</p>	<p>Background research, literature review, and project planning have been completed. Due: June 2022</p>	<p>On track: Finalising literature review and will conduct consultation in collaboration with the IOM Implementation team.</p>	<p>Conduct consultation and develop documents in coordination with IOM Framework.</p>
<p>4.2: Investigate opportunities to improve data capture on individuals with disability interacting with ACTCS (e.g., onboarding survey, disability screening/assessment tools), noting the need for consent and transparency of data usage.</p>	<p>The Disability Liaison Officer has commenced conversations with business areas in the Alexander Maconochie Centre on how data on disability is currently captured, discussing appropriate stages to identify disability, support needs and possible reasonable adjustments. Executives have discussed the approach and scope for this body of work. It is anticipated that this work will also be explored in the Disability Framework. Due: March 2022</p>	<p>Delayed: This project has been delayed due to linking in with the implementation of the IOM framework.</p>	<p>Investigating anticipated screening and assessment processes generated through IOM Framework.</p>
<p>5.1: Establish Disability Liaison Officers in the <i>custodial</i> environment.</p>	<p>The Disability Liaison Officer has been employed. Due: December 2020</p>	<p>Complete</p>	<p>N/A</p>

Tranche 2 DAIP Commitments			
Commitment	Progress to date	Status	Next steps
1.4: Review current ACTCS recruitment and employment strategies to identify and consider barriers for people with disability to become more inclusive to attract and retain staff with disability.	Work on this commitment is not scheduled to commence under the DAIP until later this year. Due: December 2023	Not started: future task	Develop a recruitment strategy to address recruitment issues for each staffing group. Review the strategy through a diversity lens, incorporating specialist advice.
4.3: Review policies and procedures through a disability lens to ensure appropriate consideration, intervention and adjustments have been considered.	Identified specialist advice. The Policy Team have also undertaken Easy English training to support the use of plain language in policy documents. Due: June 2022	On track	Incorporate process for obtaining specialist advice into the policy development and review process.
5.1: Establish Disability Liaison Officers in the <i>community</i> environment.	The Disability Liaison Officer has been employed. Due: October 2021	Complete	N/A
5.2: Investigate options (including navigating NDIS services) to connect offenders with disability support services in custodial and community environments.	Investigated options and established connections between custodial staff and disability services and agencies. Employed a Disability and Complex Care Coordinator. Due: December 2022	On track	Define a scope of work/ model of care post Integrated Offender Management Framework development.
Tranche 3 DAIP Commitments			
Commitment	Progress to date	Status	Next steps
3.2: Conduct a dignified access audit (considers the user experience) of the physical environment in ACTCS facilities (encompassing office space, visitor areas and prison facilities).	Work on this commitment is not scheduled to commence under the DAIP until later this year. Due: December 2023	Not started: future task	Develop the scope for the audit and conduct an audit of selected physical locations.
5.3: Promote accessibility and participation in service delivery for participants with disability through reasonable adjustments.	To be informed by and planned following the release of the Disability Framework. Due: TBC	Not started: future task	TBC.