



Disability Inclusion Action Plan

2023-2026

www.sport.nsw.gov.au







Acknowledgement of Country

The Office of Sport would like to acknowledge and pay its respects to the traditional custodians of our land, the Aboriginal people of New South Wales.

The Office of Sport would also like to pay its respects to Aboriginal Elders past and present.

Artwork

“Jennebe”

By Jasmine Sarin



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Photography

Message from the Chief Executive



At the Office of Sport, diversity and inclusion and its promotion within our workplace and amongst our partners and stakeholders, is an integral part of what we do and the values by which we operate and measure ourselves.

For the 1.37 million people with disability in NSW (18% of the population), sport and active recreation are an important facilitator of not only physical and mental health, but also social and community connections.

Sporting events such as the Paralympics remind us of the power of sport to challenge negative perceptions of what it means to have a disability and break down some of the many physical and attitudinal barriers people with disability face.

Now, more than ever, it is important that we ensure people with disability enjoy equal opportunities to be included and participate in sport and recreation. As the lead NSW Government agency for sport and recreation, it is our role to support and facilitate this.

Our Disability Inclusion Action Plan is central to achieving this goal. Increasing sport and recreation participation of people with disability doesn't just happen. It takes planning and work. That's why we have a Disability Inclusion Action Plan that outlines what the Office of Sport wants to achieve, how we plan to do it and how we'll measure progress and success.

Beginning at the very core in our own workplace and environment, our Disability

Inclusion Action Plan affirms our commitment to inclusion of people with disability in all aspects of sport and recreation. It outlines how we will work as a team, and with our partners and stakeholders to implement actions and strategies both internally and externally to honour this commitment across four focus areas:

- Attitudes and behaviours
- Liveable communities
- Employment
- Systems and processes

The Office of Sport Disability Inclusion Action Plan will provide the framework to ensure that in both our workplaces and in the community, the rights and needs of people with disability are respected, advocated for and adopted.

It is a collaborative journey, and we will know we have been successful when people with disability have equal information, choice and opportunities to participate and be included in all aspects of sport and recreation.

I look forward to championing this Disability Inclusion Action Plan and actively supporting and embedding it into the inclusive, collaborative and respectful culture and practices that we take pride in having at the Office of Sport.

A handwritten signature in black ink, appearing to read 'Karen Jones'. The signature is stylized with loops and a long horizontal stroke at the end.

Karen Jones
Chief Executive

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Why an Office of Sport Disability Inclusion Action Plan?

The Disability Inclusion Act 2014 (the Act) commits the NSW Government to creating a more inclusive community in which mainstream services and community facilities are accessible to people with disability to help them achieve their full potential.

The Act requires public agencies in NSW to create and implement Disability Inclusion Action Plans.



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Improving accessibility and inclusion are central to achieving the goals in our Strategic Plan 2020-2024 of increasing participation and ensuring everyone in NSW is participating in sport and active recreation throughout their whole life



2

It provides a public statement of our commitment to accessibility and inclusion



3

It puts our principles, values and intention into practice



4

It is a vehicle to engage with our internal and external stakeholders to deliver real improvements to accessibility and inclusion



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It assists in addressing the barriers to participation and inclusion of people with disability in sport and recreation

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Our Plan

Our Disability Inclusion Action Plan is our roadmap towards accessibility and inclusion for our people, customers, and stakeholders with disability. It sets out what we are going to do over the next four years to deliver our commitment.

Our Approach

The key elements of our approach for our 2023-2026 Plan are outlined below:

- **Build on the evidence base to ensure our plan succeeds**
Drawing on the lessons learnt from our 2017-2021 Disability Inclusion Action Plan, our DIAP will include aims and projects that are achievable, measurable and that address identified barriers to participation and inclusion of people with disability both within our organisation and across the sport and recreation sectors.
- **Our Disability Inclusion Action Plan consists of actions and initiatives that are well designed and evaluated and reviewed annually**
This will include established Office of Sport programs and initiatives with a greater focus on inclusion for people with disability. It is important that our Plan is integrated as part of our organisational culture and core business. Evaluation and review will ensure that we monitor our progress and success.

Consultation and Engagement

Consultation and engagement help us better understand what is important to people with disability.

The Disability Inclusion Action Plan 2023-2026 has been developed with input from an internal Disability Inclusion Working Group which has representation from business units across the Office including people with lived experience of disabilities. Internal consultation with all Office of Sport staff was also undertaken. External stakeholders including sporting organisations and sporting peak organisations, disability support organisations and peaks and local Government/Local Councils were also consulted.

We are committed to ongoing consultation and engagement with internal and external stakeholders about our Disability Inclusion Action Plan throughout the life of the plan. This will ensure we can take deliberate steps to identify challenge areas and take planned actions to address them.

Each initiative will be required to have consultation built into its project design.

Governance and Accountability

The Disability Inclusion Action Plan is overseen by the Diversity and Inclusion Executive Committee which meets quarterly and is comprised of executive-level representatives from across the Office of Sport.

We will ensure our actions and initiatives stay on track by:

- Requiring all initiatives to include objectives, expected outcomes, benefits and success measures
- Requiring all initiatives to be supported by the relevant Director and other business unit managers who will report progress through the Diversity and Inclusion Executive Committee and Core Executive.

Progress reporting against the Disability Inclusion Action Plan will be reported each year as part of the Office of Sport Annual Report.

Measuring Our Success

All initiatives will be required to detail expected outcomes and success measures and will be reviewed on completion. The review will include evaluation, whether the initiative succeeded and what was learned that could inform improvements in future.

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Focus Areas

Our plan is to implement the following commitments under the four focus areas set by the NSW Disability Inclusion Plan:

Focus Area 1: Attitudes and Behaviours

Attitudes and behaviours of the general community towards people with disability are one of the greatest barriers to full access and inclusion. Sport and recreation activities have a unique power to change attitudes and behaviours by encouraging participation, integration, and diversity.

Our commitment:

- We will create a workplace culture of inclusion
- We will contribute to a society that values, respects and upholds the rights of people with disability

Over the life of this Disability Inclusion Action Plan, we will deliver on our commitment by:

- Offering training to help create a workplace culture of inclusion, including unconscious bias training
- Making the necessary adaptations to our programs to ensure that they can be readily accessed by people with disability
- Offering reasonable adjustments to people with disability to ensure they can work optimally
- Consult regularly, through the establishment of an internal consultation group, and draw upon the lived experience of our employees and/or respected experts to inform future policies and programs

- Supporting activities and campaigns that foster and celebrate disability inclusion
- Developing messages and campaigns that highlight disability inclusion through our policies, programs and venues

Focus Area 2: Liveable Communities

Creating liveable communities for people with disability is more than modifying the physical environment. It includes creating opportunities for people with disability to choose how they want to be active and participate in the community.

Our commitment:

- Through our venues and programs, we will support and contribute to communities that are physically accessible and inclusive
- We will enhance opportunities for the full participation and inclusion of people with disability in sport and recreation

Over the life of our 2022-2026 Disability Inclusion Action Plan, we will deliver on our commitment by:

- Understanding the current accessibility challenges at all of our venues and facilities
- Making the necessary adaptations to our programs to ensure that they are readily accessible by people with disability



- Applying universal design principles when the Office of Sport is upgrading or completing new works at our venues and facilities
- Using our procurement activity to support disability inclusion
- Assessing and evaluating grants based on the equitable provision of, and access to, facilities for people with disability
- Supporting projects that use universal design and promote examples of best practice
- Supporting the sport and active recreation sector to enhance participation and inclusion of people with disability in sport and active recreation

Focus Area 3: Employment

People with disability are underrepresented in employment across the NSW Public Sector. Increasing employment opportunities and improving employment experiences for people with disability will help to contribute to the

NSW Public Sector goal of 10,000 staff with disability working in NSW Government by 2025 (5.6% of the total workforce).

Our commitment:

- We will ensure that people with disability have equal access to career development opportunities and opportunities to achieve their career aspirations
- We will develop a workplace culture that attracts people with disability to choose to work at the Office of Sport

Over the life of our 2023-2026 Disability Inclusion Action Plan, we will deliver on our commitment by:

- Providing additional employment opportunities for people with disability, including through internships
- Ensuring people with disability have opportunities to develop their capabilities and progress their careers at the Office of Sport



- Reviewing our policies and procedures to ensure they reflect and are contributing to an inclusive and accessible workplace culture
- Actively developing a respectful and welcoming workplace culture
- Making disability inclusion a key consideration for strategic workforce planning

Focus Area 4: Systems and Processes

Accessible and inclusive systems and processes are key to ensuring that people with disability can get the services and supports they need in the workplace and the community.

Our commitment:

- We will apply the principles of universal design to shape all our systems and processes
- We will ensure that everyone is able to access the information they need about our venues and services

Over the life of our 2023-2026 Disability Inclusion Action Plan, we will deliver on our commitment by:

- Understanding the current accessibility challenges across all of our internal and external systems and processes
- Providing information in accessible formats
- Ensuring feedback and complaint mechanisms are accessible
- Ensuring information about our work to increase participation and inclusion of people with disability in sport and active recreation is easily accessible
- Reviewing our internal systems and processes to ensure they are accessible to staff with disability

2023 – 2024 Actions

Focus Area 1: Attitudes and Behaviours

Strategy	Projects	Indicative Timing	Lead Area	Supporting Areas
Create a workplace culture of inclusion Create a workplace culture of inclusion	Develop and deliver unconscious bias training for staff with a focus on recognising and understanding the impact of unconscious bias against people with disability in the workplace	2023	Human Resources	Policy and Programs
	Participate in activities and campaigns which foster and celebrate disability inclusion and recognise achievements of people with disability including International Day of People With Disability	Ongoing	Marketing and Communications Policy and Programs	
	Promote protocols and guides for using inclusive and respectful language when communicating with and about people with disability	2023-2024	Marketing and Communications Policy and Programs	
	Facilitate and raise awareness of the Disability Inclusion Action Plan amongst leaders and staff internally in the organisation using internal communication channels and opportunities to provide information about disability issues events and initiatives	2023-2024	Marketing and Communications Policy and Programs	
	Consult regularly, through the establishment of an internal consultation group to draw upon the lived experience of our employees who have disability, to inform future policies and programs	Ongoing	Policy and Programs Human Resources Regional Delivery	Marketing and Communications

Strategy	Projects	Indicative Timing	Lead Area	Supporting Areas
Create a workplace culture of inclusion Create a workplace culture of inclusion	Consult regularly with respected disability experts to inform future policies and programs	Ongoing	Policy and Programs Regional Delivery	
Value, respect and uphold the rights of people with disability	Develop and communicate key messages to promote disability inclusion in sport and recreation to our stakeholders and external customers	2023-2024	Marketing and Communications	Policy and Programs
	Develop and communicate positive stories about disability inclusion through our policies, programs and venues	Ongoing	Policy and Programs	Marketing and Communications



2023 – 2024 Actions

Focus Area 2: Liveable Communities

Strategy	Projects	Indicative Timing	Lead Area	Supporting Areas
Through our venues and programs, support and contribute to communities that are physically accessible and inclusive	Understand the current accessibility challenges at all of our venues and facilities	2023	Asset Management	
	Make the necessary adaptations to our programs to ensure that they can be readily accessed by people with disability	Ongoing	Policy and Programs Regional Delivery	
	Develop guidance on applying the NSW Government Procurement Policy Framework to support disability inclusion, including purchasing from businesses with a commitment to the employment of people with disability	2023	Procurement	Policy and Programs
	Include outcomes/objectives for people with disability as a priority in all grant programs (or justify reasons if not included)	2023-2024	Grants Unit	Policy and Programs Sector Performance
	Develop and implement grant guidelines for incorporating requirements to demonstrate a commitment to disability inclusion into the grant assessment and evaluation process	2023	Grants Unit	Policy and Programs Sector Performance
	Identify examples of best practice in universal design across our funded infrastructure projects and develop case studies and guidance on how to incorporate best practice into future projects	2023-2024	Infrastructure Strategy, Planning and Delivery	Policy and Programs

Strategy	Projects	Indicative Timing	Lead Area	Supporting Areas
Enhance opportunities for the full participation and inclusion of people with disability in sport and active recreation	Provide resources and support for State Sport Organisations (SSOs) to enhance their capability to support participation and inclusion of people with disability in sport and active recreation	Ongoing	Sector Performance	Policy and Programs
	Deliver a forum/s with SSOs and other external stakeholders such as Regional Academies of Sport to identify and share good practices in disability inclusion in sport and active recreation, to build the evidence base of what works	2023	Policy and Programs	Sector Performance Grants Unit
	Facilitate connections, collaboration, and partnerships across the sport and recreation sector to address issues and challenges in disability inclusion	Ongoing	Policy and Programs	Sector Performance Marketing and Communications
	Facilitate collaboration and connections between local councils, community organisations, and sporting organisations to increase participation and inclusion of people with disability in sport and active recreation	Ongoing	Policy and Programs	Sector Performance Marketing and Communications
	Develop, implement, and evaluate Inclusive Volunteering Training for Sport in partnership with the Centre for Volunteering, to build the capacity of sports to include volunteers with disability and volunteers from diverse backgrounds	2023-2024	Policy and Programs	Sector Performance

2023 – 2024 Actions

Focus Area 2: Liveable Communities

Strategy	Projects	Indicative Timing	Lead Area	Supporting Areas
Enhance opportunities for the full participation and inclusion of people with disability in sport and active recreation	Leverage the information and insights from tools we provide to the sector which have inclusion components, such as the Future Champions Participant and Athlete Questionnaire, the Future Champions Pathways Health Check, and SSO Organisational Health Survey to increase participation for people with disability	2023	Policy and Programs	Sector Performance
	Develop and support the use of a participation planning tool by sport and active recreation organisations to identify opportunities to drive participation for people with disability	2023	Sector Performance Policy and Programs	Sector Performance



Focus Area 3: Employment

Strategy	Projects	Indicative Timing	Lead Area	Supporting Areas
Ensure that people with disability have equal access to career development opportunities and opportunities to achieve their career aspirations	Understand the current workforce profile at the Office of Sport	2023-2024	Human Resources	
	Provide internships for people with disability	Ongoing	Human Resources	
	Explore options to improve leadership capability to support the career development of staff with disability	Ongoing	Human Resources	
Develop a workplace culture that attracts people with disability to choose to work at the Office of Sport	Co-design and implement a central workplace adjustment policy and system for identifying and recording adjustments	2023	Human Resources	Policy and Programs
	Review human resources policies and templates and recruitment documentation and identify any accessibility issues or opportunities for improvement to ensure these are more inclusive of people with disability	2023-2024	Human Resources	Policy and Programs

2023 – 2024 Actions

Focus Area 4: Systems and Processes

Strategy	Projects	Indicative Timing	Lead Area	Supporting Areas
Apply the principles of universal design to shape all our systems and processes	Understand the current accessibility challenges across all of our internal and external systems and processes	2023	The Office of Chief Executive	Operations Regional Delivery
	Review and amend the Office of Sport website content to ensure it: <ul style="list-style-type: none"> • Meets accessibility standards • References and promotes the Disability Inclusion Action Plan, disability inclusion and access and general information about participation and inclusion of people with disability in sport 	2023	Marketing and Communications	Policy and Programs
	Review and amend complaints and feedback processes to ensure they are accessible for people with disability	2023	Operations	Policy and Programs





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