

DISABILITY AND INCLUSION POLICY AND PLAN

POLICY

The disability and inclusion policy applies to all persons employed within the Sight for Life Foundation Theatre.

We are committed to improving access for people with disability, their families and carers to our services, facility and health information.

Our intention is within our service and business context and to the extent that we can control environmental factors, to provide people with disability the same opportunities, rights and responsibilities enjoyed by other people in the community.

We will also ensure that access for people with disability is a primary concern when health services and/or facilities are developed or modified.

To ensure this commitment, we will develop a disability access and inclusion plan that outlines the steps we will take to ensure a disability-inclusive health service and review this plan annually.

PLAN

The disability access and inclusion plan will achieve these outcomes:

1. People with disability have the same opportunities as other people to access the services of the Sight for Life Foundation Theatre.
2. People with disability receive information from us in a format that will enable them to access the information as readily as other people are able to access it.
3. People with disability receive the same level and quality of service from our staff.
4. People with disability have the same opportunities as other people to provide feedback and make choices about their health care.
5. People with disability have the same opportunities as other people to participate in any consultation on the development or modification of services and facilities.

Disability access and inclusion plans are developed in consultation with the community and our staff, and are intrinsic in meeting the overall objective of ensuring a quality health service.

Sight Foundation Theatre

DISABILITY AND INCLUSION POLICY AND PLAN

Elements of a disability-inclusive health service	Current situation	Ideas for improvements
Support partnering with patients, carers and other consumers with disability to improve the safety and quality person-centred care.	<p>Consumer Participation Policy & Procedure outlines our current systems and processes for partnering with consumers.</p> <p>Staff screen patients and develop a plan for disability support while admitted as part of the pre-admission process.</p>	<p>Review and align current systems and processes to promote inclusion of consumers with a disability.</p> <p>Staff are empowered to make reasonable adjustments in the delivery of person-centred care, to ensure people are not disadvantaged or harmed.</p>
Staff are disability aware.	<p>Staff Education, Training and Competency Policy & Procedure outlines mandatory requirements for staff.</p> <p>Consumers offered opportunities to provide feedback on staff training needs.</p>	<p>All staff at the health service complete training on disability and disability inclusion, and are aware of the rights of people with disability and their health needs.</p>
Policies are disability inclusive.	<p>Policies are reviewed regularly (minimum 2nd yearly).</p> <p>Consumers involved in review of key policies.</p>	<p>When reviewing policies, identify whether they are disability inclusive and any aspects of policy that may unintentionally exclude people with disability.</p>
Service is physically accessible.	<p>Service is conducted on campus of Sydney and Sydney Eye Hospital (SSEH).</p> <p>Consumers offered opportunities to provide feedback and be involved in service planning and design.</p>	<p>Conduct an accessibility audit and develop strategies to address identified barriers for people with disability, in consultation with SSEH.</p>
Communication strategies are in place.	<p>Interpreters available in languages other than English.</p> <p>Written patient materials available.</p> <p>Audio and video materials available on website.</p> <p>Consumers involved in review of patient-facing collateral.</p>	<p>Staff education to include awareness of the different communication barriers that may be experienced by people with disability.</p> <p>The health service is equipped with strategies to address common communication barriers e.g., availability of sign language interpreters, adaptation of information sheets, use of visual or physical communication tools, as</p>

Sight Foundation Theatre

DISABILITY AND INCLUSION POLICY AND PLAN

		appropriate to the patient population (identified in Patient and Risk Profile or through consumer feedback).
Disability data available.	Annual Patient and Risk Profile completed to understand patient demographic, monitor for trends and changes.	Review data captured on disability, with a view to include in annual Patient and Risk Profile.
Disability inclusion is continuously monitored.	Quality Timetable outlines regular monitoring and evaluation activities.	Review Quality Timetable with a view to ensure disability inclusion is adequately captured.

REFERENCES

Australian Commission on Safety and Quality in Health Care 2017, National Safety and Quality Health Service Standards, 2nd edn., ACSQHC, Sydney;
<https://www.safetyandquality.gov.au/sites/default/files/2019-04/National-Safety-and-Quality-Health-Service-Standards-second-edition.pdf>

Australian Commission on Safety and Quality in Health Care 2017, National Safety and Quality Health Service Standards User Guide for Day Procedure Services,
https://www.safetyandquality.gov.au/sites/default/files/2019-04/National-Safety-and-Quality-Health-Service-Standards-Guide-for-Day-Procedure-Services_0.pdf

Australian Local Government Association 2016, Disability Inclusion Planning – A guide for local government, Deakin ACT, alga.asn.au

Commonwealth Government, Disability Discrimination Act 1992, legislation.gov.au

NSW Disability Inclusion Act 2014 No 41, [NSW Legislation](http://www.nsw.gov.au/legislation/other-legislation/acts/2014/41)

NSW Health 2017, Responding to Needs of People with Disability during Hospitalisation PD2017_001, [nsw.gov.au](http://www.nsw.gov.au)

World Health Organization 2020, Disability-inclusive Health Services Toolkit: A resource for health facilities in the Western Pacific Region, World Health Organization Regional Office for the Western Pacific, Manila, Philippines, [who.int](http://www.who.int)

RELEVANT DOCUMENTS

[Consumer Participation](#)
[Staff Education, Training and Competency](#)

DOCUMENT HISTORY (Review period 2 years)

Date	Version No.	Amendments/Comments	Approval
May 2021	0	New document	Approved Jun 2021

Sight Foundation Theatre

DISABILITY AND INCLUSION POLICY AND PLAN