Disability Policy

GWMWater recognises the number and diversity of people with disabilities in the community, and within its own workforce.

GWMWater will use its position of influence in the community and within the network of public sector bodies to promote consistent business practices that do not exclude people with disabilities from within its own services, programs and facilities, and within its dealings with other agencies in the public and private sectors.

The GWMWater Disability Action Plan (DAP) addresses the four outcome areas as set out in section 38 of the Disability Act 2006 (Victoria):

a) reducing barriers to persons with a disability accessing goods, services and facilities;
b) reducing barriers to persons with a disability obtaining and maintaining employment;
c) promoting inclusion and participation in the community of persons with a disability;
d) achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

GWMWater undertakes to consult regularly with people with disabilities, to follow best practice principles in hiring and sustaining its employees with disabilities, and to encourage similar undertakings with other organisations.

GWMWater will resource it's DAP. It undertakes to monitor, evaluate and review the DAP regularly. GWMWater will report on the implementation of it's DAP in the Corporation annual report as consistent with section 38 of the Disability Act 2006.

Actions

Reducing barriers to persons with a disability accessing goods, services and facilities

Action	Responsibility	Measure
• Continue to investigate ways to produce GWMWater public information in accessible formats Ensure relevant staff are aware of these alternate formats	Customer Relations	• Staff are aware and prepared to provide information in required formats as requested • Accessibility of GWMWater Public information to people with a disability is improved
• Monitor access of relevant GWMWater worksites to ensure customers with a disability have appropriate access.	Legal & Corporate Resources	• Ongoing monitoring and responding to any identified issues.
• Develop GWMWater links to disability Groups	All staff	• Staff are actively encouraged to become involved in disability groups and activities • Staff are recognised / acknowledged for their involvement
• Senior Leadership Team to commit to the GWMWater DAP	Senior Leadership Team	• DAP is signed off and embraced by SLT

Reducing barriers to persons with a disability obtaining and maintaining employment

Action	Responsibility	Measure
• Provide Opportunities for students with a disability to participate in work experience programs Promote to regional Secondary and Special schools in the Grampians and Wimmera Mallee area.	People and Culture	• Students with a disability participate in GWMWater work experience program
• Ensure all job advertisements carry an access tag and that all documents are available in alternate formats on request.	People and Culture	• Staff are aware and prepared to provide information in suitable formats when requested
• Continue to review the recruitment procedure and practices to ensure inclusion of people with a disability.	People and Culture	• GWMWater policy does not directly or indirectly discriminate against people with a disability

Promoting inclusion and participation in the community of persons with a disability

Action	Responsibility	Measure
• Ensure all members of the community have the opportunity to nominate themselves as members of the customer representative groups • If members have a disability ensure that they have access to meeting venues and relevant information	Customer Relations	• Maintain a merit based EOI process for all members of the public
• Encourage staff to volunteer to assist with disability group activities as they arise.	All staff	• Volunteer opportunities are promoted
• Ensure all venues for all public meetings held outside of GWMWater premises are fully accessible to people with a disability	Customer Relations	• All people with a disability are able to attend public meetings

Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

Action	Responsibility	Measure
• DAP actions are included in relevant Managers IPP's	People and Culture / Senior Leadership Team	• Managers are rewarded for embracing and assisting in implementing relevant actions of the DAP
• Promote Discrimination Policy and Procedure to all staff	People and Culture	• Staff are fully aware of anti-discrimination requirements

For further information relating to the GWMWater DAP contact:

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