Absolutely everyone

State disability plan annual report 2017

VICTORIA
State
Government

Absolutely everyone

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Where the term 'Aboriginal' is used it refers to both Aboriginal and Torres Strait Islander people.

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MINISTER'S FOREWORD

The release of *Absolutely everyone: State disability plan 2017–2020* signalled the Victorian Government's ambition to deliver real change for people with disability in Victoria.

That ambition is not diminished by the phased introduction of the National Disability Insurance Scheme in Victoria. Around 100,000 Victorian people with disability will enter the scheme, but in total there are more than a million Victorians with disability. All Victorians with disability will continue to rely on the mainstream services that we provide. Victoria has a continuing role in maximising the benefits the scheme can deliver for all people with disability in this state.

The state disability plan recognises that much needs to be done. It also recognises that the best way to measure progress will be to look at the outcomes experienced by people with disability over time across areas such as health, education, employment, housing and safety.

What we do as a government to implement the plan is critical. How we report back to you on the progress we are making is just as important.

We need to let Victorians know where real change is happening. We need to be accountable where more needs to be done. And we need to be able to look at outcomes over the longer term and ask ourselves if the investments we are making and the policies we are supporting are the right ones.

To give the Victorian people accurate, timely and transparent reporting, the plan has committed to ongoing public reports.

To increase the profile of this reporting, I have further committed to having these annual reports tabled in the Victorian Parliament.

This approach promotes scrutiny and debate. It acknowledges that annual public reporting is of critical importance to advocates and self-advocates, and can support the reach and persuasiveness of their voices.

Absolutely everyone introduced an outcomes framework to allow Victoria to focus its efforts on meaningful improvements in the day-to-day lives of people with disability.

It also committed to developing indicators and measures to allow the long-term measurement of outcomes for people with disability.

I am pleased to introduce these new indicators and measures in the current report.

The indicators and measures are person-focused. They are constructed around the experience of people with disability, rather than our government's services, policies and investments.

For many measures, we already have national and state data that can begin telling us about what is happening and where we need to direct our efforts.

For others, data sources will need to be enhanced or created. In some cases this work will take years. But we believe that these are the right things to measure and report on, and that the effort and time will be amply justified.

Victoria needs to benefit from the talents, experiences and ambitions of people with disability.

However, it can only realise those benefits if it becomes a fairer and more inclusive place.

This report is another step towards that goal.

I am delighted to commend the report to your attention.

Martin Foley
Minister for Housing, Disability and Ageing

INTRODUCTION

Absolutely everyone is the Victorian Government's state disability plan 2017–2020. Our vision for the plan is an inclusive Victoria that supports people with disability to live satisfying everyday lives.

All Victorian Government departments contributed to developing *Absolutely everyone*, which commits to a range of actions in partnership with the community.

Departments are responsible for implementing the plan's framework and are accountable for its actions and outcomes.

Partnership arrangements between government departments, agencies and authorities are key to the success of the plan. Together, we are working to ensure full equality, inclusion and participation in society for Victorians with disability.

This first *Absolutely everyone* annual report looks at our progress against the actions and priorities for each pillar over 2017, and presents the performance indicators and measures developed for the *Absolutely everyone* outcomes framework.

Absolutely everyone was developed after extensive consultation with people with disability.

People with disability told us that the plan needed to include a whole-of-government approach that addresses the interrelated issues that affect people with disability in their everyday lives.

The actions we are taking under *Absolutely everyone* are based on the four pillars of an everyday life that people with disability told us are important to them:

- inclusive communities
- health, housing and wellbeing
- fairness and safety
- contributing lives.

OUTCOMES FRAMEWORK AND MEASURES AND INDICATORS

Absolutely everyone introduced an outcomes framework built around the four pillars of the plan.

Vision	An inclusive Victoria which supports people with disability to live satisfying everyday lives
Domains	**Outcomes**
Inclusive communities	• **Connection** – people with disability are active participants in communities aligned with their interests and identities • **Inclusion** – Victoria's communities and places are welcoming and inclusive for people with disability • **Accessibility** – the built and natural environment is accessible to Victorians with disability • **Mobility** – people with disability are able to move around and get to the places they want to go
Health, housing and wellbeing	• **Health** – people with disability achieve their optimal mental and physical health • **Housing** – people with disability have housing choices that are flexible, suitable, affordable and accessible • **Wellbeing** – people with disability experience a high level of wellbeing in all aspects of their lives
Fairness and safety	• **Respect** – people with disability are as recognised and respected as any other citizen • **Safety** – people with disability live in safety and feel secure and protected • **Opportunity** – people with disability have equal opportunities to identify, pursue and achieve their aspirations
Contributing lives	• **Education and skills** – people with disability actively engage and succeed in education and learning • **Employment** – people with disability are engaged in flexible and sustainable employment and have opportunities to develop and succeed • **Economic independence** – people with disability generate income through employment, business ownership and entrepreneurship and participate freely as consumers • **Influence** – people with disability hold positions of leadership and responsibility across the private, public and community sectors

Absolutely everyone also committed to developing indicators and measures to support its monitoring.

A selection of key indicators and measures is outlined below. The full set of indicators and measures, along with supporting information, is provided in **Appendix 1**. Wherever possible, baseline data has been noted against measures.

Inclusive communities

Outcome	Indicator	Measure
Connection: People with disability are active participants in communities aligned with their interests and identities	Increase social connections	Proportion of people with disability who report they are involved in a community support group
Inclusion: Victoria's communities and places are welcoming and inclusive for people with disability	Increase positive community attitudes	Proportion of people who have positive attitudes towards people with disability
Accessibility: The built and natural environment is accessible to Victorians with disability	Increase public transport accessibility	Proportion of buses that are accessible
		Proportion of public transport stops that are accessible
	Increase spaces and places with universal design	Proportion of dwellings in Victoria that are built according to principles of universal design
Mobility: People with disability are able to move around and get to the places they want to go	Increase access to transport	Proportion of people with disability who are not able to use some or any form of public transport
		Proportion of people with disability who had trouble getting a job due to transport problems or are not looking for work due to lack of transport
	Increase mobility	Proportion of people with disability who report being able to make at least one trip away from home per day

Health, housing and wellbeing

Outcome	Indicator	Measure
Health: People with disability achieve their optimal mental and physical wellbeing	Increase physical health	Proportion of people with disability who report either very good or excellent self-rated health
	Increase mental health	Proportion of people with disability who report psychological distress
Housing: People with disability have housing choices that are flexible, suitable, affordable and accessible	Increase affordable housing for people with disability	Proportion of people with disability who are in the lowest 40% of the income distribution whose housing costs exceed 30% of their household income
	Increase stable and secure housing	Proportion of people with disability who report not being able to pay their rent or mortgage on time
	Increase suitable housing	Proportion of people with disability who report being dissatisfied with the home in which they live
Wellbeing: People with disability experience a high level of wellbeing in all aspects of their lives	Increase overall life satisfaction	Proportion of people with disability who report overall life satisfaction being 7 or higher on a scale of 1 to 10

Fairness and safety

Outcome	Indicator	Measure
Respect: People with disability are as recognised and respected as any other citizen	Decrease disability-related discrimination	Proportion of people with disability reporting disability-related discrimination in the last 12 months
Safety: People with disability live in safety and feel secure and protected	Increase community safety	Proportion of people with disability who report feeling unsafe at home after dark
		Proportion of people with disability experiencing at least one incident of crime in the past 12 months
	Reduce experiences of interpersonal violence	Proportion of people with disability experiencing physical violence
		Proportion of people with disability experiencing stalking and harassment
		Proportion of people with disability experiencing sexual violence
Opportunity: People with disability have equal opportunities to identify, pursue and achieve their aspirations	Increase opportunities to pursue and achieve aspirations	Proportion of people with disability who feel they are satisfied with what they are achieving in life

Contributing lives

Outcome	Indicator	Measure
Employment: People with disability are engaged in flexible and sustainable employment and have opportunities to develop and succeed	Increase employment	Proportion of people with disability who report being employed
	Increase job quality	Proportion of people with disability who are employed in low-quality jobs (at least one of: low job control, high job demand, high job insecurity, low fairness of pay)
		Proportion of people with disability who feel they have a low fairness of pay
Economic independence: People with disability generate income through employment, business ownership and entrepreneurship and participate freely as consumers	Improve financial stability and economic independence	Median income of people with disability
		Proportion of people with disability who report not being able to pay their electricity, gas or telephone bills on time
Influence: People with disability hold positions of leadership and responsibility across the private, public and community sectors	Increase involvement in civic activities	Proportion of people with disability who report being involved in a civic or political group
		Proportion of people with disability who report they are able to have a say within the general community on important issues
	Increase leadership opportunities	Proportion of people with disability in senior roles of influence (public and private)

BASELINE DATA

Key baseline data for the indicators and measures introduced in this annual report is presented below.

Inclusive communities

16.8% of people with disability are **not able to use some** or **any form** of **public transport**
Source: SDAC 2015

People with disability are **less likely to report**

satisfaction with feeling part of their community

82 people with disability for every **100** people without disability
Source: CIS 2015

Health, housing and wellbeing

People with disability are

1.3 times more likely to be in unaffordable housing
Source: HILDA 2016

2.4 times more likely not to be able to pay rent or mortgage on time
Source: HILDA 2016

2 times more likely to be **dissatisfied** with their housing
Source: HILDA 2016

People with disability are **less likely to report**

high life satisfaction
76 people with disability for every **100** people without disability
Source: CIS 2015

high wellbeing
70 people with disability for every **100** people without disability
Source: CIS 2015

very good or excellent self-rated health
60 people with disability for every **100** people without disability
Source: NHS 2015

1.9 times more likely to report psychological distress
Source: HILDA 2015

Fairness and safety

13.5% of people with disability reported **disability-related discrimination** in the last 12 months

Source: SDAC 2015

People with disability are

2.2 times **more likely to report** feeling unsafe at home after dark

Source: GSS 2014

less likely to report being satisfied with what they are achieving in life

73 people with disability for every **100** people without disability

Source: CIS 2015

Contributing lives

People with disability are

less likely to be employed

66 people with disability for every **100** people without disability

Source: SDAC comparison

People with disability are

1.5 times **more likely** to be in low-quality jobs

Source: HILDA 2016

2.3 times **more likely** not to be able to pay electricity, gas or telephone bills on time

Source: HILDA 2016

1.5 times **more likely** to be in the lowest income distribution

Source: HILDA 2016

CIS   VicHealth Community Indicators Survey
GSS   General Social Survey
HILDA   Household, Income and Labour Dynamics Australia
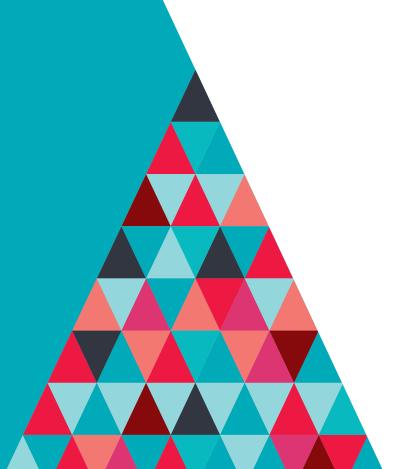NHS   National Health Survey
SDAC   Survey of Disability, Ageing and Carers

DELIVERING ON THE VISION

In the first year of *Absolutely everyone,* significant progress has been made against the actions and key priorities of the plan. These are highlighted in the pages that follow.

INCLUSIVE COMMUNITIES

'I feel included'

The experience of inclusion is central to living a satisfying everyday life.

We are working to create physical and social infrastructure that allows every Victorian access to opportunities and experiences wherever they live and whatever their personal circumstances.

The key priorities directly address the need for attitudinal change, good universal design, accessible public transport and inclusion in schools. We have made progress to support the full inclusion of people with disability on their terms.

PUBLIC TRANSPORT

The Public Transport Access Committee, which has 11 members from the disability sector and an independent chair, was re-established in 2016–17 to provide the Minister for Public Transport with independent strategic advice on public transport accessibility issues.

Following a successful 12-month initial period, the minister extended the committee members' terms to the end of July 2019.

The committee's achievements in 2016–17 include:

- representing the accessibility community in the Victorian Government's Major Transport Infrastructure Program (this includes working with Transport for Victoria, Public Transport Victoria, the Level Crossing Removal Authority and the Melbourne Metro Rail Authority)
- input into design policies and technical requirements for transport infrastructure and planning
- engagement on rideshare reforms and other point-to-point transport services
- working with Public Transport Victoria and operators to improve authorised officers' capacity to recognise and understand passengers with specific individual needs
- supporting the government's commitment to building more Changing Places facilities across Victoria.

Public Transport Victoria changed bus stop design specifications to meet or exceed standards in the *Disability Discrimination Act 1992*. During the year, 700 new and upgraded accessible bus stops were delivered.

Consultation was completed to identify the best locations to install new Changing Places facilities, and construction of a facility at Frankston Train Station began. As part of the Melbourne Tunnel Project, four Changing Places facilities have been confirmed at three new stations – Parkville, CBD North and Domain.

> '**He can now see a future that includes employment and independent living.**'

> 'My son is 14 years old and has severe cerebral palsy. He loves to visit Eastland Shopping Centre and Ringwood Lake where he knows that his personal needs will be met.
>
> Prior to Changing Places being installed we had to resort to going home or attempt to change my son in the car, which is extremely difficult.
>
> Changing Places has changed not only my son's life but also all of the family. With every Changing Places toilet built, our options increase along with my son's confidence.
>
> He can now see a future that includes employment and independent living.'
>
> *Mother of a child with disability*

'Having Changing Places within Melbourne and Olympic Parks means I don't have to leave the precinct and can spend less time walking to a toilet and it will reduce the amount of tennis I miss. I also visit regularly for concerts, and if I need the toilet it is there when needed and I can remain comfortable whilst out in the community.

It shouldn't be a privilege [to go to the toilet], it is a right. We need Changing Places to go places.'

Liz Ellis

INCLUSIVE SCHOOLS

The Victorian Government's Inclusive Schools Fund is a $20 million fund established for government schools to implement innovative projects that will increase participation and improve learning outcomes for students with disability. The fund provides up to $200,000 per project.

Since 2015–16, 88 projects have been funded through three rounds.

Chelsea Heights Primary School was funded for two separate projects totalling $400,000 through rounds 1 and 2 of the Inclusive Schools Fund.

In round 1, the school was allocated $200,000 to redevelop an existing multipurpose building that will provide:

- a designated indoor/outdoor learning space with a focus on sensory stimulation
- new high-visibility office spaces
- a multipurpose learning area to support social and emotional wellbeing.

The school was allocated an additional $200,000 in round 2 of the fund to build an indoor/outdoor learning environment, accessible toilets and outdoor sensory garden.

'We have been working with integration and teaching staff, as well as parents, to address the needs of students who find it difficult to remain on task during explicit teaching and independent learning tasks. Thanks to the Inclusive Schools Fund, we are able to provide a designated space that can be used as an intervention strategy for students who are disengaged, or who require a space where they can self-regulate with the support of an adult.'

Jane Satchwell, Chelsea Heights Primary School Principal

The new Armstrong Creek School is an exciting social infrastructure hub. The inclusive school provides new facilities, combining primary (P-6) and special (P-12) school elements under one governance model.

> 'This funding is about transforming hundreds of young lives over the next four years by giving schools the opportunity to realise their vision for a truly inclusive school. Inclusive education is all about giving students with disabilities the same chances as other students who do not face the additional challenges of a disability.'
>
> *Jaala Pulford, State Member for Western Victoria* on the Maryborough Education Centre receiving $200,000 in round 2 of the Inclusive Schools Fund to create an inclusive, environmentally sustainable sensory play and learning space

BUILDING REQUIREMENTS

The *Building Quality Standards Handbook*, used by architects and builders for all government school building projects, was updated to ensure high-quality and consistent school facilities across Victoria that reflect our commitment to removing barriers to participation and promoting inclusion. All principal consultants engaged for new school or upgrade projects must consider the handbook's universal design principles.

The *Better apartments design standards* were introduced to improve the liveability of apartments. The standards include an objective to ensure the design of dwellings meets the needs of people with limited mobility, including older people or people with disability. The standards require that at least half of new apartment dwellings have bathrooms, door openings and passageways that are accessible to people with limited mobility.

We advocated strengthening the *National construction code* for all new private dwellings. In April 2017, the Building Ministers' Forum agreed to consider this minimum accessibility standard.

COMMUNITY INFRASTRUCTURE

Metropolitan Partnerships was launched in June 2017 as a new and coordinated way for communities to advise government on what matters in their region.

This includes incorporating the views of people living with disability, with a focus on social inclusion.

The City of Wodonga partnered with Deakin University to facilitate a series of community forums during the development of the council's disability action plan.
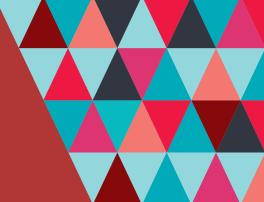
The forums acknowledged the complex and dynamic nature of issues around access, participation and inclusion in community life.

Specialised software mapped the local systems that identify these issues for people living with disability in Wodonga, which were included in the plan.

> ‘
>
> **'The workshops assisted us to do systemic advocacy on a local level as we worked collaboratively on issues like accessible and affordable housing, transport and inclusive community.'**
>
> *Martin Butcher, Executive Officer,*
> *Wodonga City Council*

REFUGEES

We worked with the AMES Australia disability action group to establish strong working relationships with health, disability, settlement, government and community stakeholders to address the immediate on-arrival needs of refugees with disability.

The Victorian Government funded the Victorian Refugee Health Network to conduct a service needs assessment for people from refugee backgrounds with disability in the northern metropolitan region. Recommendations were linked with other government strategies and program areas.

VETERANS

We work with funded bodies including ex-service organisations, local councils and community groups to provide information about disability access and regulation for commemorative events and war-heritage restoration.

Information is provided to successful grant recipients to help them comply with best practice approaches for disability access.

NDIS AND DIVERSITY

We have committed resources to the National Disability Insurance Scheme (NDIS) until the full transition on 1 July 2019.

We have a joint agreement with the National Disability Insurance Agency (NDIA) and the Commonwealth Government to ensure a smooth transition for clients and to help service providers prepare.

Victorian Sector Development Fund initiatives were introduced to build capacity in rural and regional communities and among culturally and linguistically diverse and Aboriginal and Torres Strait Islander communities.

The Wimmera South West NDIS Participant Readiness Project helped local Aboriginal and Torres Strait Islander communities to understand the NDIS and to support registration and participation.

Birri/Gubba Urangan woman, and Deaf Indigenous Community Consultant, Jody Barney led the project. Jody has more than 25 years of professional training and skills in working with these communities.

HEALTH, HOUSING AND WELLBEING

'I live well'

Living in stable, affordable and accessible housing, and having access to appropriate health care and sport and recreation opportunities, is key to people's health and wellbeing.

We are working to make these core rights and services more accessible and better suited to people with disability.

We also continue to advocate for better maternal, child, family, youth and aged persons' health care that meets the needs of people with disability.

HEALTH SERVICES

We are taking a sector-wide approach to reinvigorating disability action plans across public and community health services. This includes making more effective use of policy and funding guidelines to set expectations around disability action planning. We are also using 'quality reports' to identify good practice initiatives that can be more widely promoted.

Bendigo Health has undertaken a project in collaboration with other healthcare providers in the Loddon Mallee region and the Department of Health and Human Services to improve the access to and responsiveness of health services for people with disability.

Bendigo Health's emergency department provides an advisory service to outlying hospitals, nursing homes, general practices and acute care facilities. The service is used to expedite transfer and admission, or to discuss the best referral method to access acute care for patients.

A trial was undertaken to expand the service by providing advice via telehealth for patients who may exhibit challenging behaviours in some hospital settings.

During the trial, a father whose child usually requires maximum assistance to visit a hospital or GP (such as a police and ambulance escort) was able to collect the medication required after a diagnosis and treatment was made possible via telehealth.

> 'For people like my son who are not able to access the emergency department or even a GP easily, telehealth is the answer. Instead of calling police, ambulance and his carer to sedate and bring him to the ED, I was able to go and collect the medication he needed. This is easy.'
>
> *Father of a child with disability*

HOUSING

We have undertaken the following actions to address the need for affordable, suitable and secure housing for people with disability:

- secured the largest ever Victorian investment in housing affordability
- committed over $820 million since March 2016 in additional housing and homelessness support for low-income and vulnerable Victorians, including those with disability (this builds on $2.1 billion of financial instruments to support the community housing sector).

This will deliver around 6,000 new social and affordable housing properties, including the renewal of up to 2,500 ageing public housing dwellings, and support up to 19,000 people at risk of homelessness.

The Victorian Housing Register was launched in 2017, allowing people to complete a single, streamlined online application for a wider range of social housing options.

The register prioritises people with an urgent need for housing assistance, including people with disability who receive independent living assistance or care.

HEALTH PROMOTION

We provided funding to Women with Disabilities Victoria to identify how sexual and reproductive health of women with disability can be improved.

Family Planning Victoria developed a disability-specific educational resource about reproductive and sexual health for use in schools.

> 'An amazing resource that is scaffolded and provides a great insight into the topic. A good array of progressive lessons to work through with on a range of levels.'
>
> *Secondary teacher, Bulleen Heights School*

We are supporting BreastScreen Victoria to update the breast screening disability policy.

Developing and testing of an online resource for disability services began in 2017 in partnership with Dental Health Services Victoria to support good oral health. This work will be completed in 2019.

Two specialist teams were established to help people with high support needs to access specialist, community-based mental health assessment and treatment.

Funding was provided to all 13 child and adolescent mental health services in Victoria to support children with dual disability or with severe disruptive disorders as well as their families and caregivers.

VULNERABLE CHILDREN AND FAMILIES

In the 2016–17 State Budget, $33.9 million over two years was allocated to develop an intensive early years support service. The service will draw on existing initiatives Cradle to Kinder, Healthy Mothers Healthy Babies and right@home.

The service will improve the integration of support, including earlier intervention, for vulnerable and at-risk families such as those with parents with disability.

PARKS ACCESS

Improvements at Victorian parks were made in 2016–17 so people with disability can participate in more outdoor recreation activities. These include:

- nature-based activities in an accessible Junior Ranger Program at Wilsons Promontory National Park
- construction of an accessible self-contained unit by Parks Victoria for visitors of all abilities at Tidal River, Wilsons Promontory National Park
- accessible amenities at Arthurs Seat State Park that includes a Changing Places facility
- new wheelchair-accessible gas barbeques installed at Cardinia Reservoir Park
- TrailRider chairs for walking trails in the Yarra Valley and the Dandenong Ranges National Park
- escorted group walks for blind and vision-impaired visitors at Brimbank Park and the Rhododendron Gardens
- carer activities held at Werribee Park and Albert Park in partnership with Brainlink
- bush therapy programs for young people in the Alpine National Park, in partnership with MIND Australia.

'The inclusion of human diversity forms the foundation of our community. Disability is not rare – it can happen to any one of us. Having fully accessible amenities, such as those provided by Parks Victoria at Arthurs Seat, helps people with disabilities to fully participate in society.'

Karen Fankhauser, Vice Chair, Mornington Peninsula All Abilities Consultative Committee

SPORT AND RECREATION

More than 50 organisations received funding through the Access for All Abilities component of the *Supporting Victorian Sport and Recreation Program 2016–19*.

In 2016–17, the combined effort of funded organisations resulted in:

- more than 295 coaches, instructors and volunteers trained to deliver inclusive sport opportunities
- 215 programs involving more than 8,400 participants with disability.

Cricket Victoria held the National Cricket Inclusion Championships for cricketers with disability involving 95 players. With Victorian Government support, these championships will be hosted in Geelong for the next three years.

NDIS

The Victorian Government is supporting people with disability and their families who transition to the NDIS, providing $20 million in funding through the Transition Support Package to deliver readiness activities.

An intensive support team was established to help people with complex needs transition to the NDIS.

A pilot project to identify and respond to Aboriginal people with disability began in 2017, and workshops were held for Aboriginal communities to understand the NDIS transition.

Seed funding was provided to the Victorian Council of Social Services (VCOSS) and RMIT University to establish the Future Social Service Institute, positioning Victoria to produce highly skilled support workers and carers.

‘The institute will engage in meaningful dialogue with social service organisations, existing support workers and care receivers, and partner with them to co-design the course curriculum.’

VCOSS CEO Emma King

At the end of September 2017, 19,506 Victorians had transitioned to the NDIS. An estimated 105,324 Victorians will be NDIS participants by the time it is fully rolled out in July 2019.

We worked closely to prepare participants, providers and the workforce ahead of each transitioning area. This included a range of readiness sessions and the timely transfer of client information and knowledge.

Readiness planning is underway across mainstream services to ensure they interface with the NDIS in a coordinated and streamlined way.

Readiness planning will help create better connections between the NDIS and Victorian Government services, improving service delivery for NDIS participants, maximising the value of the NDIS for Victoria and supporting the long-term sustainability of the scheme.

Keeping our sector strong is Victoria's workforce plan for the NDIS.

The plan is supported by a $26 million investment and comprises nine workforce attraction, development, training and skills priorities, with the aim to grow and develop the NDIS workforce during transition to the full scheme.

Project highlights for 2016–17 include:

- developing the *Supervision and delegation framework for allied health assistants and support workers in disability* and accompanying pilot of the training program to assist allied health professionals to delegate tasks to disability workers
- beginning a longitudinal research project with the objective of understanding workforce experiences as they transition to the NDIS
- an initial review of current disability-related training package qualifications to ensure they are fit-for-purpose for the NDIS environment.

E-learning module, *Communicating with people with disability in a healthcare setting,* is a collaborative development led by Wimmera Rural Access through the Building Inclusive Communities Program.

Launched in July 2017, the no-cost module addresses issues that hospitals can encounter when providing services to people with disability who may have additional communication needs.

Better communication between hospital staff and patients with disability will achieve better health outcomes, improve the hospital experience for patients, and help hospitals meet their healthcare standards.

FAIRNESS AND SAFETY

'I get a fair go'

The Victorian Government wants to create opportunities for all Victorians. We want all Victorians with disability to live safely in their communities and have access to support that treats them fairly.

It is important that the rights of all Victorians with disability under existing legislation are not diminished during the transition to the NDIS. This includes rights under the *Charter of Human Rights and Responsibilities Act 2006*.

Our community disability advocacy and self-advocacy sector is a crucial part of our safeguards system, giving people with disability a vital avenue for having their voice respected.

FAMILY VIOLENCE

The *Victorian family violence data framework* has been developed to improve and standardise family violence data collection across the Victorian Government and collaborating agencies.

We are working with a range of stakeholders including Brain Injury Australia on research into the prevalence of acquired brain injury among family violence victims and perpetrators to help patients receive proper management and better outcomes.

We are also working with RMIT to review our refuge facilities. The design for new 'core and cluster' facilities will include features for added comfort and accessibility for people with disability.

Access to the Family Violence Flexible Support Packages has been expanded and eligibility for the Victorian Disability Family Violence Crisis Response Initiative extended.

Free from violence: Victoria's strategy to prevent family violence and violence against women has been developed with a focus on prevention in diverse communities, including people with disability.

DISABILITY ADVOCACY

Victoria is undertaking a staged process of advocacy reform.

A $1.5 million fixed-term investment supported 21 advocacy initiatives across 15 organisations. Initiatives focused on:

- self-advocacy to support people with disability to speak up for their rights
- advocacy for Aboriginal communities
- improved advocacy in rural and regional areas
- advocacy for migrants, refugees and lesbian, gay, bisexual, trans or intersex (LGBTI) communities.

Additionally, through the 2017–18 Victorian State Budget, a further $1.4 million will be provided via the Disability Advocacy Sector Capacity Building Fund. This will build on the Innovation Fund and provide increased access to advocacy for people with disability and their families when and where they need it.

SAFEGUARDS

Development of the *Victorian disability abuse prevention strategy* is underway to support the 2017 implementation of a zero tolerance of abuse in disability services. The strategy will include introducing Victoria's first code of conduct for disability workers.

We have also committed to establishing an independent, legislated Victorian registration and accreditation scheme for the disability workforce. This scheme will protect the right of vulnerable people to be free from harm, and support the development and growth of a quality disability workforce by making sure workers who support people with disability have the right skills, experience and qualifications.

From 1 November 2017, the Disability Worker Exclusion Scheme was expanded to:

- include all disability services, not just disability residential services
- broaden the definition of disability worker to include supervisors and managers
- require all disability service providers to check their existing staff against the Disability Worker Exclusion List, not just prospective employees.

The *Responding to allegations of abuse involving people with disabilities guidelines* were completed in 2017 in partnership with Victoria Police. These guidelines will clarify the respective roles, responsibilities, procedures and interactions involving disability service providers and Victoria Police when dealing with allegations of abuse.

VCAT ACCESSIBILITY

The Victorian Civil Administrative Tribunal's (VCAT's) *Accessibility action plan 2018–22* was launched in February 2018.

In preparation for the plan's development, VCAT completed the following actions in 2016–17:

- a review of the national and international accessibility action plans, including internal and external surveys
- consultation with VCAT's external stakeholders
- four internal workshops with members and staff.

VICTORIA POLICE

In September 2017, a protocol between Victoria Police and the Disability Services Commissioner was signed for responding to allegations of abuse perpetrated against people with disability. The protocol has been in operation since that date.

Victoria Police is implementing the eight recommendations from the Victorian Equal Opportunity and Human Rights Commission's *Beyond doubt* report.

A memorandum of understanding between Victoria Police and the Department of Health and Human Services has been signed, providing the overarching protocol between the two departments.

The *Cultural community and diversity education strategy* has been developed, which includes a range of disability-focused initiatives such as:

- an information bank of capability requirements, including case studies and resources, for Victoria Police employees who provide services to people with disability
- updated notes for recruits, with key information about equitable police responses to people with disability.

Victoria Police partnered with Scope to undertake an 18-month pilot project aimed at attaining Scope's Communication Access accreditation at one of its police stations.

'

'Imagine what it would be like if you were unable to speak or had difficulty getting your message across. Communication access aims to create a world where people who have communication difficulties are able to communicate successfully with everyone.'

Scope Australia

CONTRIBUTING LIVES

'I contribute'

Making a contribution to your communities is a driving factor for a satisfying everyday life. People with disability must have equitable access to education, the economy and civic life to be a part of policy and decision making and to have representation and recognition.

We know that providing access to lifelong learning and education for people with disability is critical to enabling meaningful participation. People with disability participate in the economy as employees, employers, homeowners, renters, sellers, consumers and investors, albeit at a significantly lower rate than people without disability. The lower rates of participation result in lower income and fewer opportunities to prosper for people with disability.

Through our actions, we aim to increase the participation of people with disability in the economy, to increase the prosperity of all Victorians.

INCLUSIVE EDUCATION

We are leading an inclusive education reform agenda. The agenda builds on the *Special needs plan* for Victorian government schools and will deliver the recommendations from the Review of the Program for Students with Disabilities.

In February 2017 a new Inclusive Education Professional Practice Branch was established in the Department of Education and Training Victoria. The branch is dedicated to building the workforce's capacity to deliver best practice inclusive education.

In 2017 we worked with experts and stakeholders on a strategy to improve outcomes for students with learning difficulties such as dyslexia, which has resulted in a training program for school-based staff on understanding and responding to the needs of students with learning difficulties.

In December 2017 we released a new inclusive education policy for students with disability and additional needs. The policy articulates a definition and vision of inclusive education for all Victorian government schools that is based on respect, diversity and adopting a personalised and strengths-based approach to supporting students with disability and additional needs.

Coburg High School continued to build on its work with the I CAN Network – an organisation that empowers people on the autism spectrum.

Selected as one of three Victorian government schools to trial the I CAN School pilot program in 2016, Coburg High started the program with six students participating in fortnightly sessions with a mentor.

In 2017, stage two of the program focused on developing leadership skills, emotional intelligence and training to become a mentor.

One participating student who experienced significant anxiety and was becoming increasingly disengaged from school was able to provide an entertaining presentation on his favourite topic, soccer, at the conclusion of stage 2 of the program.

'I like how I get to meet and talk to other people who are also on the spectrum. I enjoy learning and practising overcoming some of the disadvantages of being on the spectrum. The people at I CAN are very nice and caring and understand us unlike other people.

I really enjoy the I CAN Network … It's already helping me through tons of problems.'

Coburg High School student and I CAN participant

The Department of Education and Training is committed to its funding involvement with the I CAN Network mentoring program at a number of government secondary schools.

EMPLOYMENT

The *Every opportunity: Economic participation plan 2018–2020* was launched in February 2018.

Actions reflect the following key themes:

- improving educational pathways
- leading through the public sector
- community organisations and business community partnerships
- supporting people with disability to run their own business.

Funding of $2.655 million has been allocated through the 2016–17 and 2017–18 State Budgets to support the first tranche of activity in the plan.

Open for Business is a collaborative regional project delivered by rural and deaf access workers in the Wimmera and Grampians region from the Building Inclusive Communities Program. A key objective of this project is to improve access to and within businesses for people with disability, enabling increased participation in their communities.

The project engages the businesses sector to create awareness of the value of being accessible to the whole community.

Increased awareness will provide opportunities for positive change including better income for business, better inclusion for all and reduced barriers that may increase employment opportunities for people of all abilities.

Towong Shire Council produced a short video titled *My Life, My Disability* to raise awareness of and attract funding to the rural township of Corryong and other villages in the shire.

The 22-minute video was produced in partnership with Corryong Secondary College, Media King and Upper Murray Health and Community Services with funding from the Department of Health and Human Services' Building Inclusive Communities program.

It includes interviews by school students with individuals and families who share their personal experiences with disability in a remote community and their need for continuous support.

The project enabled Towong Shire, where 32.7 per cent of residents are living with disability, to have a voice.

It also provides a valuable resource for businesses and other parts of the community to raise awareness of the struggles and presence of disability in Corryong and across the shire.

To view the video, search *'My Life My Disability'* on YouTube.

'Tyrell has had a lot of strangers approach him in the street and tell him how moving and inspiring it was to hear his story.'

Parent of video participant

'You can bottle things up and finally let it out, thinking it will make a difference. But did it? Who really knows. That is your choice. All I know is that it made a difference to me and my family and that is all that truly matters.'

Bos family member

VOICE AND LEADERSHIP

We are running two distinct initiatives to encourage people with disability to lead and contribute to public debate and to influence change within their communities and government. Scholarships have been offered in 2017–18 for the following programs:

- The mainstream Disability Leadership Program (with Leadership Victoria and the Disability Leadership Institute) has offered places to 51 people with disability in a range of open enrolment leadership programs. Program participants will also be designing and delivering a Leadership Forum in May 2018.
- The specialised Voice at the Table Project has been developed with the Self Advocacy Resource Unit.

In 2016–17 the Victorian Disability Advisory Council worked to increase its reach, capacity and profile by:

- formulating an 18-month work plan aligned to the *Absolutely everyone* outcomes framework and its own strategic priorities
- initiating a collaboration with the Victorian Government to explore using the standard disability identifier in mainstream services
- contributing to cross-government dialogue through the Interdepartmental Committee on Disability.

The Victorian State Budget 2016–17 allocated $465,000 to civic participation initiatives.

CREATIVE INDUSTRIES

A key action area of the creative industries strategy, *Creative State*, released in 2016 was 'Increasing Participation and Access'. Initiatives taken within this action area include the following:

- Into the Limelight, a partnership project between Prahran Mission, the University of Melbourne and the Department of Health and Human Services, was launched in 2016–17. It demonstrates the benefits of participation in creative arts on the health and wellbeing of people with serious mental illness.
- From 1 January 2017, Arts Access Victoria, Back to Back Theatre and Rawcus Theatre Company received additional recurrent funding through Creative Victoria's Organisations Investment Program.

> '
>
> 'Bandmates will fulfil my dreams. I've always wanted to see the Darkness at least once because they are on my bucket list.
>
> Bandmates gets me out of my house and meeting new people, which would never otherwise happen.'
>
> *Bandmates participant*

The Open Your Eyes disability awareness training offers specialist industry development to venue owners, managers, staff and security to create inclusive and enjoyable experiences.

Launched in August 2017 and delivered by Arts Access Victoria, this industry development training is creative and challenging. It lifts the lid on inclusion in a way that is contemporary, bold and practical.

The program equips participants with practical strategies, tools and resources, as well as confidence about the change they can make in their workplaces.

Bandmates Victoria matches volunteers and music lovers with disability and/or mental health issues, supporting them to experience Victoria's live music scene and make new social connections.

Bandmates Victoria provides an opportunity for people living with disability to attend live music venues with like-minded people.

This program is a partnership between Arts Access Victoria and the City of Maribyrnong and is supported by Music Victoria, VicHealth, the City of Darebin, the City of Melbourne, Moreland City Council, the City of Port Phillip and the City of Yarra.

NDIS PARTICIPATION

We advocated for representation of people with disability to inform the ongoing NDIS governance, transition and future policy development.

We nominated qualified Victorians with disabilities as suitable candidates for positions on the NDIA board or the NDIS Independent Advisory Council.

In June 2017 the federal Minister for Social Services, the Hon. Christian Porter, announced the new Independent Advisory Council members, which included Dr Gerry Naughton, Leah van Poppel and Professor Rhonda Galbally from Victoria.

The NDIS Implementation Taskforce is a forum for people with disability and other key stakeholders to work closely with the Victorian Government on the NDIS implementation. It includes people with disability and their advocates, Victorian Government ministers, the NDIA and organisations representing the views of carers, unions and service providers.

The taskforce has six working groups to allow more detailed consideration of specific issues identified as priorities for successfully implementing the NDIS.

Key issues considered by the taskforce in 2017 include additional transition supports required for participants with complex needs, the Rights in Specialist Disability Accommodation legislative review and the NDIA's Independent Pricing Review.

The taskforce also considered the Productivity Commission's Review into NDIS Costs and the Commonwealth's quality and safeguarding legislation.

VICTORIAN DISABILITY ADVISORY COUNCIL AFTERWORD

On behalf of the diverse and dedicated members of the Victorian Disability Advisory Council, I am honoured to present this afterword to the first annual report on *Absolutely everyone: State disability plan 2017–2020*.

This is the first state disability plan progress report to be tabled in the Victorian Parliament. We applaud this increased transparency and accountability for delivering on the vision for a more inclusive Victoria.

This report shows that there is much progress to celebrate. At long last we have a plan to increase the employment of people with disability in Victoria. It was wonderful to see that for the first time the Youth Parliament included a team of students who communicated using Auslan.

We have also seen increased awareness of disability across government and we have noticed a whole-of-government cultural shift towards better understanding and valuing of our diverse communities.

Investment in individuals to build their leadership capacity has led to more people with disability in influential positions, and innovative infrastructure like Changing Places has meant more people can spend time out of the house and in their communities.

The Victorian Disability Advisory Council's collaboration with the Victorian Government to look for opportunities to adopt a standard disability identifier should help the Victorian Government ensure that mainstream, everyday services are accessible and responsive to the one million Victorians with disability who will not be eligible for an NDIS plan.

Disability doesn't discriminate, but communities certainly can. We know 60 per cent of students with disability are bullied because of their disability. Delivering on the vision of *Absolutely everyone* is not only a whole-of-government effort, it is a whole-of-community effort.

Central to this vision is changing attitudes towards disability. We understand disability to be an evolving social construct that is shaped as much by attitudes and the built environment as it is by impairments. We must change the hearts and minds of people without disability.

The short-term investment to build the capacity of the disability advocacy sector is welcomed, but without long-term certainty we are concerned Victorians may not get the best value for money possible from our $2.5 billion annual investment in the NDIS.

While much progress has been made, people with disability continue to experience disparities in health, education, employment, housing and transport. For example, our public transport network still has a long way to go to be fully accessible, especially in rural and regional areas, and waiting lists for social housing are unacceptably long.

Absolutely everyone focuses on priorities and actions that all governments can agree on. It is important to build on the momentum achieved in its first year of implementation. We look forward to working closely with the Minister for Housing, Disability and Ageing and various departments to understand how future actions and priorities will be incorporated in the plan's second year of implementation.

After all, as Minister Foley reminds us, all Victorians are entitled to equality and people with disability deserve every opportunity.

Colleen Furlanetto
Chair
Victorian Disability Advisory Council

KEY STAKEHOLDERS

The council

The Victorian Disability Advisory Council comprises people with lived experience of disability. Members were appointed in late 2016 for three-year terms, and the council has an important role in overseeing the plan and reviewing progress.

Under the *Disability Act 2006,* the council is responsible for monitoring the implementation of strategies for promoting inclusion and participation in the community and removing barriers.

The committee

The Victorian Government's Interdepartmental Committee on Disability considers emerging policy and strategic issues affecting people with disability that require a whole-of-government response.

All government departments are represented on the committee, which oversees the implementation of *Absolutely everyone*. This includes monitoring the progress of key priorities and actions.

The Office for Disability

The Office for Disability sits within the Department of Health and Human Services and has an ongoing role in supporting both the committee and the VDAC, including coordinating the plan's implementation, monitoring and reporting.

Disability action plans

Disability action plans are a longstanding mechanism for organisations to achieve positive change.

Organisations are encouraged to develop and implement a disability action plan aligned with the *Absolutely everyone* framework to:

- show how they are meeting community expectations
- comply with anti-discrimination legislation
- provide a consistent approach to help track progress across government and other sectors
- measure results that can feed into *Absolutely everyone's* framework and future actions.

Disability action plans are active documents that become core business and are integrated with other projects.

Work is underway to provide resources and guidance to organisations to support the reinvigoration of disability action planning and ensure that the plans are delivering real, positive results for people with disability.

APPENDIX 1:
INDICATORS AND MEASURES

The 2017 annual report introduces a selection of 21 key indicators and 29 measures. This appendix provides the full set of 37 indicators and 126 measures.

The new indicators and measures are structured around the four pillars of the state disability plan: inclusive communities; health, housing and wellbeing; fairness and safety; and contributing lives. They are intended to measure real improvements in the daily lives of people with disability.

The primary focus of the measures is on absolute measures. Absolute measures describe the situation for people with disability, and demonstrate the vision and ambition of the Victorian Government in producing meaningful change in the daily lives of people with disability.

Where comparable data is available, measures are expressed in both absolute and relative terms. Absolute measures describe the situation for people with disability only. Relative measures describe the situation for people with disability relative to people without disability. Relative measures allow us to determine if changes in the wellbeing of the population are equally shared by people with and without disability.

The new set of indicators and measures includes measures for which data is not currently available, and for which both interim and longer-term solutions are necessary. High-level planning around data reform will be a standing agenda item for the Victorian Government's Interdepartmental Committee on Disability. The Committee will look to leverage opportunities arising from a forthcoming whole-of-government data reform initiative.

Inclusive
communities

Health, housing
and wellbeing

Fairness
and safety

Contributing
lives

Abbreviations

(nd)   Data for the measure is not yet available

(a)   Absolute measure

(r)   Relative measure

Derives a risk ratio between people
with and without disability

1 = no difference

< 1 = lower for people with a disability

> 1 = higher for people with a disability

Baseline data sources

AEDC   Australian Early Development Census

CIS   VicHealth Community Indicators Survey, 2015

GSS   General Social Survey, 2014

HILDA   Household, Income and Labour Dynamics Australia

NHS   National Health Survey, 2015

PASS   Public Transport Victoria Infrastructure Data

PSS   Personal Safety Survey
(data forthcoming – 2015 data is due to be released in 2018)

SDAC   Survey of Disability, Ageing and Carers, 2015

VISTA   Victorian Integrated Survey of Transport and Activity, 2014-2016

Inclusive communities

Outcome	1.1 Connection: People with disability are active participants in communities aligned with their interests and identities		
Indicator	**Measure**	**Baseline**	
1.1.1 Increase social connections	1.1.1.1 Proportion of people with disability who report they are involved in a community support group (a)	With disability	Without disability
		36.3 per cent (GSS, 2014)	34.5 per cent (GSS, 2014)
	1.1.1.2 Proportion of people with disability who report they are involved in a community support group relative to those without disability (r)	1.05 (Minimal difference between people with and without disability)	
	1.1.1.3 Proportion of people who report they have seen friends/family not living in the same household within the last week (a)	With disability	Without disability
		72.6 per cent (SDAC, 2015)	No data available (SDAC, 2015)
	1.1.1.4 Proportion of people who report they have seen friends/family not living in the same household within the last week relative to those without disability (r)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
1.1.2 Increase activity in the community	1.1.2.1 Proportion of people who report participating in a physical activity for sport or recreation in the last 12 months (a)	With disability	Without disability
		62.2 per cent (GSS, 2014)	68.9 per cent (GSS, 2014)
	1.1.2.2 Proportion of people who report participating in a physical activity for sport or recreation in the last 12 months relative to those without disability (r)	0.90 (People with disabilities are less likely to be participating in physical activity)	
	1.1.2.3 Proportion of people with disability who report attending cultural venues and events in the last 12 months (a)	With disability	Without disability
		72.7 per cent (SDAC, 2015)	No data available (SDAC, 2015)
		77.7 per cent (HILDA, 2016)	86.8 per cent (HILDA, 2016)
	1.1.2.4 Proportion of people with disability who report attending cultural venues and events in the last 12 months relative to those without disability (r)	0.90 (People with disabilities are less likely to be in the attend cultural venues and events)	

Outcome	1.2 Inclusion: Victoria's communities and places are welcoming and inclusive for people with disability		
Indicator	**Measure**	**Baseline**	
1.2.1 Increase positive community attitudes	1.2.1.1 Proportion of people who have positive attitudes toward people with disability (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
1.2.2 Increase connections to culture and community	1.2.2.1 Proportion of people with disability who report satisfaction with feeling part of their community being 7 or higher on a scale of 1 to 10 (a)	With disability	Without disability
		59.3 per cent (CIS, 2015)	72.2 per cent (CIS, 2015)
	1.2.2.2 Proportion of people with disability who report satisfaction with feeling part of their community being 7 or higher on a scale of 1 to 10 relative to people without disability (r) (nd)	0.82 (People with disabilities are less likely to report satisfaction with feeling part of the community)	
	1.2.2.3 Proportion of people with disability who know someone in an organisation they would feel comfortable contacting for information and advice (a)	With disability	Without disability
		69.1 per cent (GSS, 2014)	68.6 per cent (GSS, 2014)
	1.2.2.4 Proportion of people with disability who know someone in an organisation they would feel comfortable contacting for information and advice relative to those without disability (r)	1.01 (Minimal difference between people with and without disability)	
	1.2.2.5 Proportion of people with disability reporting using the internet in the last 3 months	With disability	Without disability
		80.9 per cent (SDAC, 2015)	No data available (SDAC, 2015)

1.2 continued

Indicator	Measure	Baseline	
1.2.3 Increase inclusion in local neighbourhoods	1.2.3.1 Proportion of people with disability who agree that people in the neighbourhood are willing to help each other (a)	With disability	Without disability
		68.1 per cent (CIS, 2015)	77.4 per cent (CIS, 2015)
	1.2.3.2 Proportion of people with disability who agree that people in the neighbourhood are willing to help each other relative to those without disability (r)	0.88 (People with disabilities are less likely to report that people in the neighbourhood are willing to help each other)	
	1.2.3.3 Proportion of people with disability who have high levels of trust in people in the neighbourhood (a)	With disability	Without disability
		68.2 per cent (CIS, 2015)	75.1 per cent (CIS, 2015)
	1.2.3.4 Proportion of people with disability who have high levels of trust in people in the neighbourhood relative to those without disability (r)	0.91 (People with disabilities are less likely to report high levels of trust in people in the neighbourhood)	

Outcome	1.3 Accessibility: The built and natural environment is accessible to Victorians with disability	
Indicator	**Measure**	**Baseline**
1.3.1 Increase public transport accessibility	1.3.1.1 Proportion of buses that are accessible	Data forthcoming (PTV PASS)
	1.3.1.2 Proportion of public transport stops that are accessible	Data forthcoming (PTV PASS)
1.3.2 Increase accessible or adopted footpaths and crossings	1.3.2.1 Density of traffic light pedestrian crossings	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	1.3.2.2 Proportion of streets that have footpaths	*For future development in alignment with endorsed Victorian Government outcomes architecture*
1.3.3 Increase spaces and places with universal design	1.3.3.1 Proportion of dwellings in Victoria that built according to principles of universal design	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	1.3.3.2 Proportion of buildings and public places that are built according to universal design principles	*For future development in alignment with endorsed Victorian Government outcomes architecture*

Outcome	1.4 Mobility: People with disability are able to move around and get to the places they want to go		
Indicator	**Measure**	**Baseline**	
1.4.1 Increase access to transport	1.4.1.1 Proportion of people with disability who report having difficulty with transport	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	1.4.1.2 Proportion of people with disability who are not able to use some or any form of public transport	16.8 per cent (SDAC, 2015)	
	1.4.1.3 Rate of usage of public transport for people with disability (a)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	1.4.1.4 Rate of usage of public transport for people with disability compared to people without disability (r)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	1.4.1.5 Proportion of people with disability who had trouble getting a job due to transport problems or are not looking for work due to lack of transport (a)	With disability	Without disability
		8.8 per cent (HILDA, 2016)	6.7 per cent (HILDA, 2016)
	1.4.1.6 Proportion of people with disability who had trouble getting a job due to transport problems or are not looking for work due to lack of transport relative to those without disability (r)	1.31 (People with disability are more likely to have trouble getting a job or are not looking for work due to transport)	
	1.4.1.7 Proportion of people with a disability who are leaving home as often as they would like	70.1 per cent (SDAC, 2015)	
1.4.2 Increase mobility	1.4.2.1 Proportion of people with disability who report being able to make at least one trip away from home per day (a)	With disability	Without disability
		69.7 per cent (VISTA, 2014–16)	78.5 per cent (VISTA, 2014–16)
	1.4.2.2 Proportion of people with disability who report being able to make at least one trip away from home per day compared to people without disability (r)	0.88 (People with disability are less likely to make at least one trip away from home per day)	
	1.4.2.3 Average number of trips from home for people with disability by any mode of transport on the day of the survey (a)	Data forthcoming (VISTA)	
	1.4.2.4 Average number of trips from home for people with disability by any mode of transport on the day of the survey compared to average number for people without disability (r)	Data forthcoming (VISTA)	
	1.4.2.5 Proportion of people with disability reporting that their mobility needs are being met	Data forthcoming (VISTA)	

Health, housing and wellbeing

Outcome	2.1 Housing: People with disability have housing choices that are flexible, suitable, affordable and accessible		
Indicator	**Measure**	**Baseline**	
2.1.1 Increase affordable housing for people with disability* *Targets not relevant: Change driven by broader national context, recommended for monitoring only.	2.1.1.1 Proportion of people with disability who are in the lowest 40% of the income distribution whose housing costs exceed 30% of their household income (a)	With disability	Without disability
		11.2 per cent (HILDA, 2016)	8.6 per cent without disability (HILDA, 2016)
	2.1.1.2 Proportion of people with disability who are in the lowest 40% of the income distribution whose housing costs exceed 30% of their household income relative to those without disability (r)	1.30 (People with disability are more likely to be in unaffordable housing)	
2.1.2 Increase stable and secure housing	2.1.2.1 Proportion of people with disability who are in the lowest 40% of the income distribution and are in private rental (a)*	With disability	Without disability
		17.6 per cent (HILDA, 2016)	7.9 per cent (HILDA, 2016)
		11.8 per cent (SDAC, 2015)	7.6 per cent (SDAC, 2015)
	2.1.2.2 Proportion of people with disability who are in the lowest 40% of the income distribution and are private renters relative to those without disability (r)* *Rationale: being on a low income and in private rental accommodation is a form of precarious housing which is associated with poorer mental health	2.23 (HILDA, 2016) 1.55 (SDAC, 2015) (People with disability are more likely to be low income and in private rentals)	
	2.1.2.3 Proportion of people with disability who report not being able to pay their rent or mortgage on time (a)	With disability	Without disability
		10.9 per cent not able to pay on time (HILDA, 2016)	4.5 per cent not able to pay on time (HILDA, 2016)
	2.1.2.4 Proportion of people with disability who report not being able to pay their rent or mortgage on time relative to those without disability (r)	2.415 (People with disability are more likely to not be able to pay rent or mortgage on time)	
	2.1.2.5 Average length of housing tenure for people with disability who are in private rentals (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	

2.1 continued

Indicator	Measure	Baseline	
2.1.3 Increase suitable housing	2.1.3.1 Proportion of people with disability who report being dissatisfied with the home in which they live (a)	With disability	Without disability
		6.9 per cent dissatisfied (HILDA, 2016)	3.3 per cent dissatisfied (HILDA, 2016)
	2.1.3.2 Proportion of people with disability who report being satisfied with the home in which they live relative to those without disability (r)	2.08 (People with disability are more likely to be dissatisfied with their housing)	
	2.1.3.3 Proportion of people with disability who have access to essential services from home (including: shops; medical services; libraries; community services) (a) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	2.1.3.4 Proportion of people with disability who have access to essential services from home (including: shops; medical services; libraries; community services) relative to people with no disability (r) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	

Outcome	2.2 Health: People with disability achieve their optimal mental and physical wellbeing		
Indicator	**Measure**	**Baseline**	
2.2.1 Increase physical health	2.2.1.1 Proportion of people with disability who report either very good or excellent self-rated health (a)	With disability	Without disability
		31.7 per cent (SDAC, 2015)	No data for people without disability (SDAC, 2015)
		24.8 per cent (HILDA, 2016)	60.3 per cent (HILDA, 2016)
		39.8 per cent (NHS, 2015)	65.9 per cent (NHS, 2015)
	2.2.1.2 Proportion of people with disability who report either very good or excellent self-rated health relative to people without disability (r)	0.411 (HILDA, 2016) 0.60 (NHS, 2015) (People with disability are less likely to be report very good or excellent self-rated health)	
	2.2.1.3 Proportion of people with disability consuming sufficient daily intake of fruit and vegetables (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	

2.2 continued

Indicator	Measure	Baseline	
2.2.2 Increase healthy living	2.2.2.1 Proportion of people with disability who report being physically inactive (a)	With disability	Without disability
		51.1 per cent (NHS, 2015)	40.3 per cent (NHS, 2015)
	2.2.2.2 Proportion of people with disability who report being physically inactive relative to people without disability (r)	1.26 (People with disability are more likely to be physically inactive)	
	2.2.2.3 Proportion of people with disability who reporting being current smokers (a)	With disability	Without disability
		19.0 per cent (NHS, 2015)	13.3 per cent (NHS, 2015)
	2.2.2.4 Proportion of people with disability who reporting being current smokers relative to people without disability (r)	1.42 (People with disability are more likely to be current smokers)	
	2.2.2.5 Proportion of people with disability who report visiting the dentist in the last year	Data forthcoming (HILDA, available late 2018)	
	2.2.2.6 Proportion of people with disability who report having a blood pressure screen in the last 24 months (a)	With disability	Without disability
		94.1 per cent (NHS, 2015)	89.2 per cent (NHS, 2015)
	2.2.2.7 Proportion of people with disability who report having a blood pressure screen in the last 24 months relative to those with no disability (r)	1.05 (People with disability are more likely to report having a blood pressure screen)	
	2.2.2.8 Proportion of women with disability aged over 50 who report having a mammogram in the last 24 months (a)	With disability	Without disability
		47.9 per cent (NHS, 2015)	50.3 per cent (NHS, 2015)
	2.2.2.9 Proportion of women with disability aged over 50 who report having a mammogram in the last 24 months relative to those with no disability (r)	0.95 (No statistically significant differences)	
	2.2.2.10 Proportion of people with disability aged over 50 who report having a bowel cancer screen in the last 24 months (a)	With disability	Without disability
		33.1 per cent (NHS, 2015)	26.9 per cent (NHS, 2015)
	2.2.2.11 Proportion of people with disability aged over 50 who report having a bowel cancer screen in the last 24 months relative to those with no disability (r)	1.22 (No statistically significant differences)	

2.2 continued

Indicator	Measure	Baseline	
2.2.3 Increase mental health	2.2.3.1 Proportion of people with disability who report psychological distress as measured by the Kessler distress scale (K10) (a)	With disability	Without disability
		65.8 per cent (SDAC, 2015)	No data for people without disability (SDAC, 2015)
		59.2 per cent (HILDA, 2015)	31.6 per cent (HILDA, 2015)
	2.2.3.2 Proportion of people with disability who report psychological distress as measured by the Kessler distress scale (K10) relative to people without disability (r)	1.87 (People with disability are more likely to be report psychological distress)	
	2.2.3.3 Proportion of people with disability who report poor mental health as measured by Mental Component of the Short-Form 12 Health Survey (SF12) (a)	Data forthcoming (HILDA)	
	2.2.3.4 Proportion of people with disability who report psychological distress as measured by the Mental Component of the Short-Form 12 Health Survey (SF12) relative to people without disability (r)	Data forthcoming (HILDA)	

Outcome	2.3 Wellbeing: People with disability experience a high level of wellbeing in all aspects of their lives		
Indicator	**Measure**	**Baseline**	
2.3.1 Increase overall life satisfaction	2.3.1.1 Proportion of people with disability who report overall life satisfaction being 7 or higher on a scale of 1 to 10 (a)	With disability	Without disability
		67.3 per cent (CIS, 2015)	88.7 per cent (CIS, 2015)
	2.3.1.2 Proportion of people with disability who report overall life satisfaction being 7 or higher on a scale of 1 to 10 relative to people without disability (r)	0.76 (People with disability are less likely to report high life satisfaction)	
	2.3.1.3 Proportion of people with disability who report 70 or higher on the subjective wellbeing scale (range 1 – 100) (a)	With disability	Without disability
		59.5 per cent (CIS, 2015)	84.5 per cent (CIS, 2015)
	2.3.1.4 Proportion of people with disability who report 70 or higher on the subjective wellbeing scale (range 1 – 100) relative to people without disability (r)	0.70 (People with disability are less likely to report high wellbeing)	
2.3.2 Increase Resilience	2.3.2.1 Proportion of people with disability who agree that it is usually true that they are 'able to adapt to change' and 'tend to bounce back after illness and hardship' (a)	With disability	Without disability
		64.1 per cent (CIS, 2015)	77.6 per cent (CIS, 2015)
	2.3.2.2 Proportion of people with disability who agree that it is usually true that they are 'able to adapt to change' and 'tend to bounce back after illness and hardship' relative to people without disability (r)	0.82 (People with disability are less likely to report high levels of resilience)	

Fairness and safety

Outcome	3.1 Respect: People with disability are as recognised and respected as any other citizen		
Indicator	**Measure**	**Baseline**	
3.1.1 Decrease disability-related discrimination	3.1.1.1 Proportion of people with disability reporting disability-related discrimination in the last 12 months	13.5 per cent (SDAC, 2015)	
	3.1.1.2 Proportion of people with disability who report having experienced disability-related discrimination from employers in the last 12 months	Data forthcoming (SDAC)	
3.1.2 Decrease unfair treatment	3.1.2.1 Proportion of people with disability who experience general discrimination or being treated unfairly in the last 12 months (a)	With disability	Without disability
		24.9 per cent (GSS, 2014)	16.3 per cent (GSS, 2014)
	3.1.2.2 Relative proportion of people with/without disability who experience general discrimination or being treated unfairly in the last 12 months (r)	1.52 (People with disability are more likely to report general discrimination and unfair treatment)	

Outcome	3.2 Safety: People with disability live in safety and feel secure and protected		
Indicator	**Measure**	**Baseline**	
3.2.1 Increase community safety	3.2.1.1 Proportion of people with disability who report feeling unsafe at home during the day (a)	With disability	Without disability
		3.2 per cent report feeling unsafe at home during the day (SDAC, 2015)	No data available
	3.2.1.2 Relative proportion of people with/without a disability who report feeling unsafe at home during the day (r)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	3.2.1.3 Proportion of people with disability who report feeling unsafe at home after dark (a)	With disability	Without disability
		10.2 per cent report feeling unsafe at home after dark (SDAC, 2015)	No data available
		7.9 per cent (GSS, 2014)	3.6 per cent (GSS, 2014)
	3.2.1.4 Relative proportion of people with/without disability who report feeling unsafe at home after dark (r)	2.21 (People with disability are more likely to report feeling unsafe at home after dark)	
	3.2.1.5 Proportion of people with disability who report feeling unsafe walking in their local area after dark (a)	With disability	Without disability
		29.9 per cent report feeling unsafe walking in their local area after dark (SDAC, 2015)	No data available
		23.8 per cent (GSS, 2014)	20.2 per cent (GSS, 2014)
	3.2.1.6 Relative proportion of people with/without disability who report feeling unsafe walking in their local area after dark (r)	1.17 (GSS, 2014) (People with disability are more likely to report feeling unsafe walking in local area after dark)	

3.2 continued

Indicator	Measure	Baseline
3.2.1 Increase community safety	3.2.1.7 Proportion of people with disability who report feeling unsafe on public transport (a)(nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	3.2.1.8 Relative proportion of people with/without disability who report feeling unsafe on public transport (r) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	3.2.1.9 Proportion of people with disability experiencing at least one incident of crime in the past 12 months (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
3.2.2 Reduce experiences of interpersonal violence	3.2.2.1 Proportion of people with disability experiencing physical violence (a)	Data forthcoming (PSS, due early 2018)
	3.2.2.2 Relative proportion of people with/without disability experiencing physical violence (r)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	3.2.2.3 Proportion of people with disability experiencing stalking and harassment (a)	Data forthcoming (PSS, due early 2018)
	3.2.2.4 Relative proportion of people with/without disability experiencing stalking and harassment (r)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	3.2.2.5 Proportion of people with disability experiencing sexual violence (a)	Data forthcoming (PSS, due early 2018)
	3.2.2.6 Relative proportion of people with/without disability experiencing sexual violence (r)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	3.2.2.7 Proportion of people with disability experiencing intimate partner violence (a)	Data forthcoming (PSS, due early 2018)
	3.2.2.8 Relative proportion of people with/without disability experiencing intimate partner violence (r)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
3.2.3 Reduce experiences of bullying	3.2.3.1 Proportion of children and adolescents with disability experiencing bullying (a) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
	3.2.3.2 Relative proportion of children and adolescents with/without disability who experience bullying (r) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*
3.2.4 Reduce prevalence and impact of abuse and neglect	3.2.4.1 *under development*	*For future development in alignment with endorsed Victorian Government outcomes architecture*

Outcome	3.3 Opportunity: People with disability have equal rights to identify, pursue and achieve their aspirations		
Indicator	**Measure**	**Baseline**	
3.3.1 Increase opportunities to pursue and achieve aspirations	3.3.1.1 Proportion of people with disability who feel they are satisfied with what they are achieving in life (a)	With disability	Without disability
		60.2 per cent (CIS, 2015)	83.0 per cent (CIS, 2015)
	3.3.1.2 Proportion of people with disability who feel they are satisfied with what they are achieving in life relative to those without disability (r)	0.73 (People with disability are less to report being satisfied with what they are achieving in life)	
	3.3.1.3 Proportion of people with disability who feel they are not able to study despite wanting to (a)	With disability	Without disability
		22.8 per cent (GSS, 2014)	16.7 per cent (GSS, 2014)
	3.3.1.4 Proportion of people with disability who feel they are not able to study despite wanting to, relative to those without disability (r)	1.36 (People with disability are more to report not being able to study)	

Contributing lives

Outcome	4.1 Education and Skills: People with disability actively engage and succeed in education and learning	
Indicator	**Measure**	**Baseline**
4.1.1 Increase the educational achievement of Victorian students with disability	*Measures under development by DET*	*For future development in alignment with endorsed Victorian Government outcomes architecture*
4.1.2 Increase the engagement in education of Victorian students with disability	*Measures under development by DET*	*For future development in alignment with endorsed Victorian Government outcomes architecture*
4.1.3 Increase the wellbeing of Victorian students with disability	*Measures under development by DET*	*For future development in alignment with endorsed Victorian Government outcomes architecture*
4.1.4 Increase the engagement of Victorian children with disability in state funded kindergarten	*Measures under development by DET*	*For future development in alignment with endorsed Victorian Government outcomes architecture*
4.1.5 Increase the wellbeing of Victorian children with disability at school entry	*Measures under development by DET*	*For future development in alignment with endorsed Victorian Government outcomes architecture*

Outcome	4.2 Employment: People with disability are engaged in flexible and sustainable employment and have opportunities to develop and succeed		
Indicator	**Measure**	**Baseline**	
4.2.1 Increase employment	4.2.1.1 Proportion of people with disability who report being employed (a)	With disability	Without disability
		45.1 per cent (SDAC, 2015)	68 per cent (SDAC, 2015)
		43.2 per cent (HILDA, 2016)	70.1 per cent (HILDA, 2016)
	4.2.1.2 Proportion of people with disability who report being employed relative to people without disability (r)	0.66 (SDAC comparison) 0.62 (HILDA comparison) (People with disability are less likely to be employed)	
	4.2.1.3 Proportion of people with disability who are underemployed (working less hours than they would like) (a)	With disability	Without disability
		17.1 per cent (HILDA, 2016)	14.7 per cent (HILDA, 2016)
	4.2.1.4 Proportion of people with disability who are underemployed (working less hours than they would like) relative to those without disability (r)	1.17 (People with disability are more likely to be underemployed)	
	4.2.1.5 Proportion of people with disability who are employed in high skill jobs (managers, professionals, technicians and trades workers) (a)	With disability	Without disability
		49.2 per cent (HILDA, 2016)	53.8 per cent (HILDA, 2016)
	4.2.1.6 Proportion of people with disability who are employed in high skill jobs (managers, professionals, technicians and trades workers) relative to those without disability (r)	0.91 (People with disability are less likely to be in high skill jobs)	
	4.2.1.7 Proportion of people with disability who are in long-term employment (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	

Outcome	4.2 Employment: People with disability are engaged in flexible and sustainable employment and have opportunities to develop and succeed		
Indicator	**Measure**	**Baseline**	
4.2.2 Increase job quality	4.2.2.1 Proportion of people with disability who are employed in low quality jobs (at least one of: low job control, high job demand, high job insecurity, low fairness of pay) (a)	With disability	Without disability
		68.6 per cent (HILDA, 2016)	49.6 per cent (HILDA, 2016)
	4.2.2.2 Proportion of people with disability who are employed in low quality jobs (at least one of: low job control, high job demand, high job insecurity, low fairness of pay) relative to those without disability (r)	1.46 (People with disability are more likely to be in low quality jobs)	
	4.2.2.3 Proportion of people with disability who feel they have a low fairness of pay (a)	With disability	Without disability
		25.5 per cent (HILDA, 2016)	21.4 per cent without disability (HILDA, 2016)
	4.2.2.4 Proportion of people with disability who feel they have a low fairness of pay relative to those without disability (r)	1.19 (People with disability are more likely to feel they have low fairness of pay)	
4.2.3 Increase positive attitudes toward people with disability in the workplace	4.2.3.1 Proportion of people holding positive attitudes toward people with disability as employees, managers, and senior leaders (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	4.2.3.2 Proportion of people holding positive general attitudes toward people with disability in the workplace	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
4.2.4 Increase job flexibility and job design adjustment	4.2.4.1 Proportion of people with disability who have access to flexible work arrangements (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	4.2.4.2 Proportion of people with disability who have access to job design and reasonable adjustments (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	

Outcome	4.3 Economic Independence: People with disability generate income through employment, business ownership and entrepreneurship and participate as consumers		
Indicator	**Measure**	**Baseline**	
4.3.1 Improve financial stability and economic independence	4.3.1.1 Proportion of people with disability in the lowest 40% of the income distribution (person level) (a)	With disability	Without disability
		59 per cent in the lowest 40 per cent of the income distribution (HILDA, 2016)	37.9 per cent in the lowest 40 per cent of the income distribution (HILDA, 2016)
	4.3.1.2 Proportion of people with disability in the lowest 40% of the income distribution (person level) relative to those without disability (r)	1.55 (People with disabilities are more likely to be in the lowest income distribution)	
	4.3.1.3 Proportion of people with disability who report not being able to pay their electricity, gas or telephone bills on time (a)	With disability	Without disability
		19.1 per cent (HILDA, 2016)	8.5 per cent (HILDA, 2016)
	4.3.1.4 Proportion of people with disability who report not being able to pay their electricity, gas or telephone bills on time relative to those without disability (r)	2.256 (People with disabilities are more likely to not be able to pay rent or mortgage on-time)	
	4.3.1.5 Median income of people with disability (a) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	4.3.1.6 Median income of people with disability relative to those without disability (r) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	

Outcome	4.4 Influence: People with disability hold positions of leadership and responsibility across private, public and community sectors		
Indicator	**Measure**	**Baseline**	
4.4.1 Increase involvement in civic activities	4.4.1.1 Proportion of people with disability who report being involved in a civic or political group (a)	With disability	Without disability
		15.6 per cent (GSS, 2014)	13.1 per cent (GSS, 2014)
	4.4.1.2 Proportion of people with disability who report being involved in a civic or political group relative to those without disability (r)	1.19 (People with disabilities are more likely to be in a civic or political group)	
	4.4.1.3 Proportion of people with disability who report they are able to have a say within the general community on important issues (a)	With disability	Without disability
		22.0 per cent (GSS, 2014)	25.8 per cent (GSS, 2014)
	4.4.1.4 Proportion of people with disability who report they are able to have a say within the general community on important issues relative to those without disability (r)	0.85 (People with disabilities are less likely to feel like they have a say within the general community on important issues)	
4.4.2 Increase leadership opportunities	4.4.2.1 Proportion of people with disability in senior roles of influence (public and private) (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	4.4.2.2 Proportion of people with disability sitting on boards (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	
	4.4.2.3 Proportion of people with disability in elected positions (nd)	*For future development in alignment with endorsed Victorian Government outcomes architecture*	