

# Disability Employment Policy & Strategy

## OUR PURPOSE

is to promote the unique value & inclusion of our customers in the life of their community.

## OUR VISION

is that people with disabilities experience seamless inclusion.

## Background

Organisations need to consider a future where a diverse range of workers, including people with disabilities are part of their workforce and meet the needs of these workers. With one in five Australians having at least one disability and this increases as population ages, we are committed to an inclusive community where people with a disability experience seamless inclusion just like every other person.

breakthru comes into contact with a wide range of people with disabilities in our everyday work. This experience and knowledge is applied to our workforce to support those employees who have one or more disabilities.

breakthru's Strategic Plan 2018 – 2020 includes building a workforce for the future which aligns with this Disability Employment Strategy.

## Policy statement

breakthru is already an equal opportunities employer, ensuring that people with disabilities do not suffer discrimination in the candidate assessment and hiring process.

Employees with disabilities are welcomed and the company provides assistive technology and offers flexible working conditions (working hours and place of work) to account for disabilities where at all possible.



## Deliverables

In addition to our current policy, by 2020, breakthru aims to:

1. Integrate our Disability Employment Strategy into our new Single Workforce Strategy document.
2. Continue to promote staff awareness of breakthru's Disability Employment Policy and Strategy.
3. Include disability awareness training for all staff during induction.
4. Improve information on our employment recruitment practices which encourages people with a disability to apply for positions at breakthru.
5. Report to breakthru CEO on progress in meeting Disability Employment Policy and Strategy