



VICTORIA POLICE

# Accessibility Action Plan 2014 - 2017



Easy English

## About this book



My name is Graham.



I am the boss of the Victoria Police.



I want to tell you about the Victoria Police  
**Accessibility Action Plan.**

In this book we call it a **plan**.

Accessibility means to make things easier.

The plan says how the police want to make  
things easier for people with disability.

This book has some hard words.

The first time we use a hard word it is in **blue**.

We write what the hard word means.

## What is the plan about?

We wrote the plan so people know how the police will



- help people with disability talk to the police
- make sure police are fair with people with disability



- improve support for people with disability who work for Victoria Police.

The plan goes from 2014 to 2017.

## How will we know if the plan is working?

We will know if the plan is working when more people with disability



- report crime



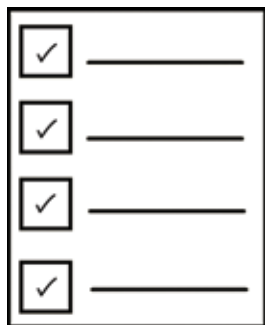
- are happy with how police treat them



- have a job with the police



- think that the police understand their needs.



## What do we want to get right?

There are 4 big things we want to get right.



1. Make sure we have the right skills to work with people with disability.



2. Make sure people with disability can get police services.



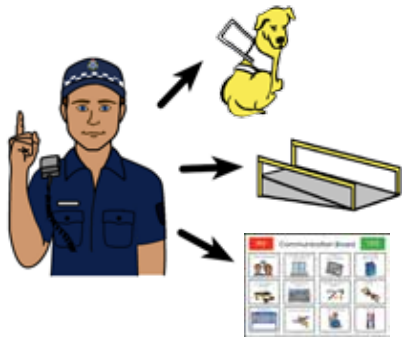
3. Talk to people with disability about ways to make police services better.



4. Make Victoria Police a good place to work for people of all abilities.



# 1. Make sure we have the right skills to work with people with disability



We will

- help our police and employees understand the needs of people with disability

- teach our police and employees about disability issues when we do training



- help our police and employees stop doing things and using words that might **discriminate**.

Discriminate is when one person does **not** treat another person fairly.



## 2. Make sure people with disability can get police services



We will give police information about how to provide services to people with disability.

We will



- give people with disability more support when they talk to police as a
  - victim
  - criminal
  - witness.
- make it easier for people with disability to visit or speak with police.

We will have more ways to get information.

For example



- Auslan – sign language



- video



- Easy English.





### 3. Talk to people with disability about ways to make police services better

We will



- ask for advice on ways to make police services better



- support community programs and events



- make a Community Advisory Group to help us with decisions
- talk to and listen to people with disability in **advisory groups** and on **committees**.

Advisory groups and committees are groups of people. They talk to the police about

- what they think
- what ideas the police should try
- what works well
- what does **not** work well.



#### 4. Make Victoria Police a good place to work for people of all abilities

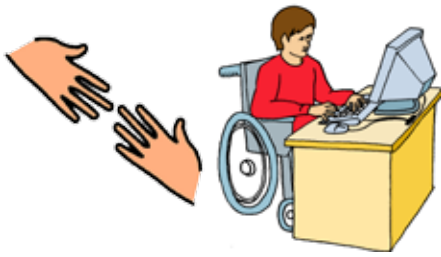


We want more people with disability to think about working for Victoria Police.

We will



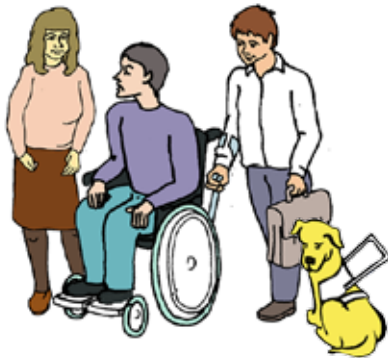
- talk to **employment agencies** who know people with disability. Employment agencies help people get a job.
- make it easier for people with disability to apply for jobs.



We want our employees with disability to know that we support them. We want to help them to do a good job.

We will

- support events like the International Day of People with Disability.

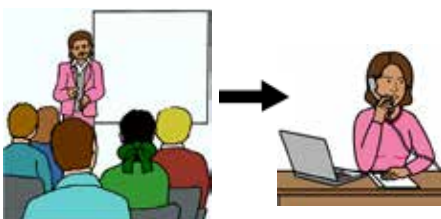


- help employees with disability to
  - meet other employees with disability
  - support other employees with disability.



We also want to make it easier for employees with disability to get new skills. New skills can help people

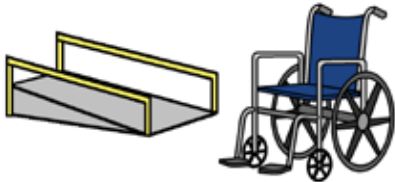
- do their job better
- get a different job at Victoria Police.



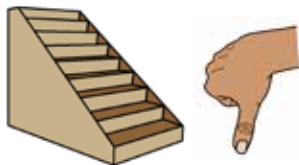
We want to teach all employees how to support people with disability. For example



- information on disability on the internet



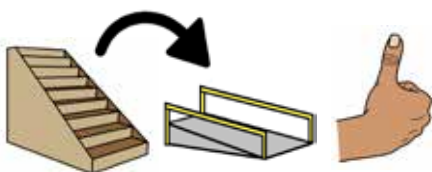
- ideas to make it easier to access the workplace
- make **reasonable adjustments** at work.



A reasonable adjustment means

- we know that a person's disability makes it hard for them at work

and



- we try to change things to make it easier for the person.



For example, there might **not** be enough room for a person in a wheelchair to get to a desk. We can move desks to make more room. This is a reasonable adjustment.

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Scope's Communication and Inclusion Resource Centre  
wrote the Easy English. July 2016 [www.scopevic.org.au](http://www.scopevic.org.au)

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