

2RPH

Disability Inclusion Action Plan (DIAP) – 2021-2023

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2RPH

Radio 2RPH informs, educates and entertains New South Wales' listeners. The radio-reading service features readings from the top daily newspapers, international and Australian magazines, and books for those people with print disabilities, who have a lack of access to published material or whose lifestyles limit time for reading and remaining informed.

The station enjoys a good profile within the broadcasting, disability and community sectors. It is directed and managed by a small team of paid employees and supported by approximately 200 volunteers, broadcasting in their Glebe studios since May 2000 and in Sydney since April 1983.

The demand for the services provided by 2RPH is constantly increasing due to several factors including, but not limited to, the increase in the ageing population and new technologies such podcasts which allow those with low vision a greater choice of content at a time more suitable to their lifestyle.

2RPH Disability Inclusion Action Plan (DIAP)

Our DIAP underpins the intention of 2RPH to provide a welcoming, safe, accessible and harmonious environment for all its Directors, employees, volunteers, partners, listeners and other stakeholders. It is designed to ensure all our stakeholders are enabled to make a full and equal contribution to the activity in which they are engaged.

Our DIAP is closely aligned with our Strategic Plan and is endorsed and adopted by the 2RPH Board, employees and volunteers.

Our DIAP is guided by the following legislation and government policies:

- Disability Discrimination Act 1992
- National Arts and Disability Strategy
- United Nations Convention on the Rights of Persons with Disabilities
- NSW Disability Inclusion Act 2014

The pillars of the NSW government guidelines that inform our DIAP are:

- Attitudes and behaviours
- Liveable Communities
- Employment
- Systems and Processes¹

Disability in Australian Society

Almost 1 in 5 Australians experience disability, i.e. around 4 million people.² In NSW, this translates into approximately 1.2 million people or 19% of the NSW population living with disability.³ Only 54% of people with disability (aged 15 to 64) participate in the Australian labour force, in comparison to 83% of people without disability. In

¹ [NSW Disability Inclusion Action Planning Guidelines](#)

² [4430.0 - Disability, Ageing and Carers, Australia: Summary of Findings, 2015](#)

³ [4443.1 Disability, New South Wales, 2001](#)

addition, a high proportion of people with disability experience discrimination in the workplace.

Definition

2RPH embraces the social model approach to disability i.e. which seeks to achieve full participation, equity, and fair treatment by changes to society, rather than through an individual, paternalistic medical approach.

The Social Model of disability distinguishes between the impairment of the person (the condition, illness or loss/lack of function) and disability (the barriers and discrimination created by society). These barriers are seen as being the disabling factors which prevent or limit opportunities. They may take the form of attitudes, discrimination or the physical environment. Disability may be permanent or temporary and is often not visible. Mental health is included in this definition; however, not everyone who is diagnosed with a mental health condition identifies as having disability.

The term 'disability' can also include people who are Deaf or hard of hearing. People from the Deaf community may not always identify as having disability and may identify as part of a cultural and linguistic group with their first language being Auslan (Australian Sign Language).⁴

Language and Terminology

There are currently varying schools of thought on language and terminology about disability in Australia. 2RPH uses 'person/people(?) with disability.'

Identification and Disclosure

2RPH respects that it is a person's choice whether to identify as a person with disability or not, and how, when and to whom this information might be disclosed.

Disability-led Approach

2RPH acknowledges that, as a community, people with disability have experienced historic, systemic injustices. A disability-led approach is one which focuses on cultural leadership and cultural competency, re-instating choice and control, and ensuring that lived experience of access is highly valued - both in the arts and disability sector and wider arts industry. In order to achieve this, the formal definition of disability-led is that 51% of an organisation, project or group's members have a disability; and that 51% of the governance of an organisation, or control of a group or project is comprised of people with disability.

Cultural Competency

Within the social model of disability, the community which has lived experience of barriers and access requirements shares a particular identity and culture. This culture includes shared collective history, processes and language. Disability culture relates to interpersonal skills informed by a deeper understanding of the etiquette, access, language and identity politics of a diverse disability community.

Implementation, Monitoring and Evaluation

2RPH's DIAP will be reviewed annually. Each new board member, employee, member and volunteer will receive a copy of the plan upon induction.

The plan will be implemented by all Directors, employees and volunteers and included in employee's individual performance agreements.

The DIAP will be published on 2RPH's website and also be lodged with the Australian Human Rights Commission.

The General Manager will ensure that progress towards the outcomes in the DIAP are reviewed and reported to the Board annually, included in the Annual Report and communicated to funding bodies.

Consultation with stakeholders will take place prior to the development of the next DIAP, which will cover the period of 2023-2025 (in alignment with our new Strategic Plan).

Tactics 2021-2023

TACTICS	MEASURE/S	RESPONSIBILITY	TIMELINE
PILLAR 1 – Attitudes and behaviours			
1.1 Ensure all Directors, employees and volunteers are adequately equipped to provide appropriate support to our sector, stakeholders, listeners and colleagues	1.1.1 All employees have completed disability awareness training within six months of commencement	General Manager/Office Manager	Ongoing
	1.1.2 All Directors have completed Disability Awareness Training within six months of commencement	General Manager	Ongoing
PILLAR 2 – Liveable Communities			
2.1 Provide premises to enable people with disability to participate in the activities of 2RPH as Directors, employees, administration, volunteers, presenters and stakeholders on site.	2.1.1 The City of Sydney is lobbied for access improvements to the premises	General Manager	March
	2.1.2 Search for new accessible premises	General Manager	April
2.2 Take a leadership role in communicating with community radio stations regarding access	2.2.1 Host a lecture/talk/discussion for community radio colleagues annually	General Manager	2022
PILLAR 3 – Employment and volunteering			
3.1 Recruitment and selection processes	3.1.1 Add a prominent line for all Job Advertisements encouraging people with disability to apply.	Office Manager	Ongoing
	3.1.2 Review Recruitment Policy to ensure people with disability are provided with equal access to apply successfully for positions with 2RPH.	General Manager	Ongoing
	3.1.3 Use Disability Employment Agencies where appropriate.		
3.2 Employees induction and development	3.2.1 All employees are encouraged to advise of any access requirements on commencement of employment, or preferably before commencing, and to inform their manager if their	General Manager	Ongoing
		Office Manager	Ongoing

	access requirements change 3.2.3 Appropriate and relevant access training for employees is provided.		
3.3 Working arrangements	3.3.1 Employees access requirements are met (using services such as Job Access as required)	Office Manager	Ongoing
	3.3.2 Include the adherence to organisational access policies as part of employees' duties	Office Manager	Ongoing
	3.3.3 Include access on the Employees Meeting agenda	General Manager	Ongoing
	3.3.4 Include, as part of the employee performance review, a review of their ongoing access needs.	General Manager	Ongoing
3.4 Volunteer participation	3.4.1 Provide assistance and encouragement to enable volunteers to prepare their recorded programs from home.	Office Manager	May 2021
	3.4.2 'Reading At Home' via virtual platforms is established and becomes a regular offering for our live-to-air shifts	Office Manager	June 2021 – August 2021
PILLAR 4 – Systems and Processes			
4.1 Ensure 2RPH follows best practice communications about (?)access standards	4.1.1 Develop accessible formats guidelines (e.g. captioning and audio description), covering video, social media, written documents etc.	Communications Manager	Sep 2021 – June 2022
4.3 Ensure our systems and processes are accessible to people with a range of different access needs	4.3.3 Seek feedback about access from our listeners and volunteers via various methods	Office Manager?	August 2021 – June 2022
	4.3.4 Review access-related feedback from all our stakeholders and amend as necessary.		Ongoing