

DISABILITY ACTION PLAN

January 2025 – January 2027



 **GMHBA**



SUMMARY

Our Disability Action Plan describes how we intend to make a difference in the way we support people with disability.

It signals our commitment to make it easy for people with disability to work with us and develop their careers with us.

At its heart, the actions in the plan are designed to help us build relationships with integrity, respect and trust amongst all people with disability.

It demonstrates we are working to ensure that our workplace welcomes, supports and celebrates the unique contributions of all our people.

Insights and learnings from our Disability Action Plan will be provided to help enhance the member experience in the future.

[Click here to view the DEI Plan](#)



DEFINITION OF DISABILITY

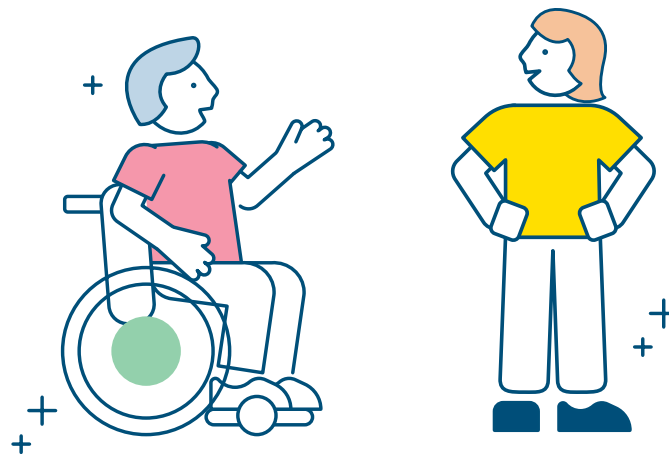
The Australian Public Service
Commission definition of disability
(last published September 2019) reads:

"Persons are considered to have a disability if they have a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities"

Disability is broad and diverse in its presentation. We understand that the way we talk about disability is always evolving, and each individual has their own way they prefer to be described.

It's important that we honour those personal preferences. Some people like being called a 'person with disability,' while others feel more comfortable with 'disabled person.' And then there are those who prefer phrases like 'diverse abilities' instead of 'disability.'

Our disability community is diverse, reminding us that not all disabilities are visible to others.



Profile of disability – Australia

5.5 MILLION AUSTRALIANS LIVE WITH DISABILITY

representing 21.4%
of the population,
an increase from
17.7% in 2018¹.



Of those 5.5 million Australians
living with disability...

**OVER THREE QUARTERS
(75.3%) REPORTED A
PHYSICAL DISORDER**
as their main condition

**JUST UNDER ONE
QUARTER (24.7%)
REPORTED A MENTAL
BEHAVIOURAL DISORDER**
as their main condition

Around 45% of Australians
aged between 16 and 85
will experience a

**MENTAL ILLNESS
AT SOME POINT IN
THEIR LIFE**

One in five Australian
adults will experience a

**MENTAL ILLNESS IN
ANY GIVEN YEAR**

1. Demographics in 2022 – compiled from the Survey of
Disability, Ageing and Carers (SDAC) released in July 2024.

Profile of disability – GMHBA



In January 2024, employees responded to our DEI census (n=178)²:



2. GMHBA DEI census data January 2024, participation rate 55% organisation wide



Approximately 4% self disclosed as **LIVING WITH DISABILITY**



Over 1% preferred **NOT TO DISCLOSE IF THEY HAVE A DISABILITY**



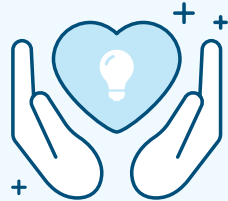
3% shared that they have **CARE GIVING RESPONSIBILITIES TO A CHILD OR ADULT WITH DISABILITY**

Areas of focus



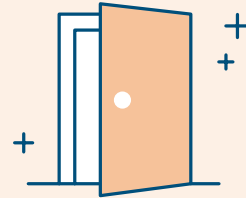
Recruitment and inclusive employment

- Establish targeted recruitment strategies and partnerships to actively hire and retain individuals with disability.
- Ensure equal opportunities and accommodations in the workplace.



Promote awareness and education

- Implement comprehensive training programs to foster an inclusive and supportive environment.



Accessible facilities and technology

- Review facilities and deploy assistive technologies to ensure full accessibility and usability for individuals with disability.



Reporting and monitoring

- Establish reporting and monitoring systems to track progress and ensure accountability in achieving disability inclusion support.



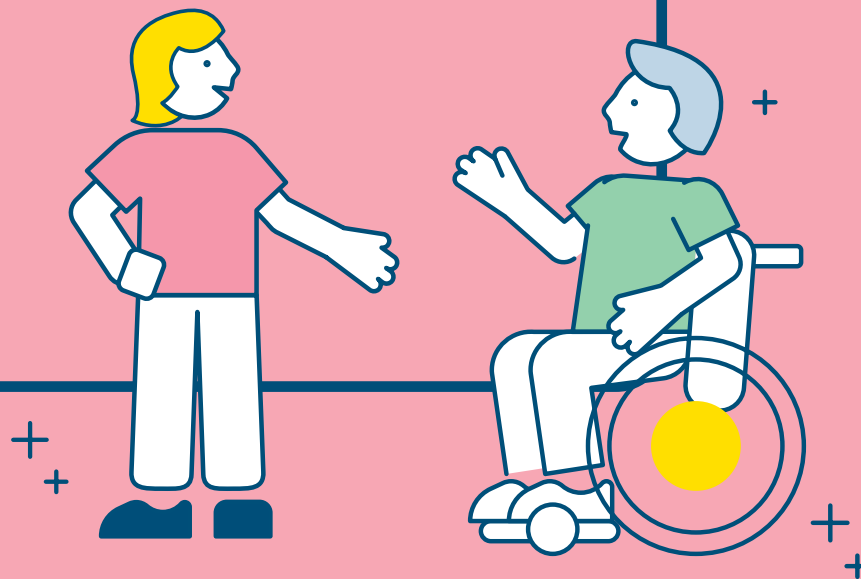
Mental health and wellbeing

- Provide access to mental health resources and support programs for those living with disability.

Disability is a matter of human rights, social inclusion, and equality.

DIANE RICHLER

Former Chair of the
International Disability Alliance





Promote awareness and education



Increase awareness, empathy, and sensitivity to create an environment where all our people feel valued, respected, and empowered to contribute their unique talents and perspectives.

Bringing awareness and education into the workplace helps us build a more inclusive and supportive environment for everyone. When we learn about disability, we create a culture where everyone feels valued, respected, and part of the team.

By understanding the challenges and experiences of others, we can break down stereotypes and biases—making our workplace a more open and welcoming space.

Investing in these initiatives will make our work environment even better, while also boosting GMHBA's reputation as a contemporary, socially responsible, and forward-thinking employer.



Action

Completed by

Review and update (as required) our online ELMO 'Discrimination, Bullying and Harassment' module.

August 2025

Implement targeted training for employees to raise awareness about disability and emphasise the importance of inclusion.

June 2025

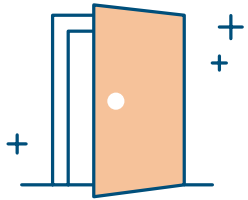
Implement training programs for leaders to empower them to support individuals with disability and enhance their understanding of the challenges faced.

October 2026

Determine appetite to initiate a Disability Employee Representative Group (ERG).

June 2025





Accessible facilities and technology



Enhance inclusivity through accessible facilities and technology for individuals with disability.

Accessible facilities and technology are non-negotiables when it comes to creating a friendly and inclusive workplace environment for everyone, including individuals with disability.

By embracing inclusive design and making accessibility a top priority, we're not only doing the right thing but also setting ourselves up for success. Because when every employee feels supported and included, we innovate, collaborate, and make our workplace stronger and more vibrant.

Action

Completed by

Conduct accessibility assessments of our physical workplace and digital assets.

February 2026

Establish a program to identify facilities and digital resources to meet relevant accessibility standards.

March 2026

Provide reasonable accommodations/adjustments/productivity enablers for employees with disability.

June 2025





Recruitment and inclusive employment



Promote diverse and inclusive employment opportunities.

GMHBA will actively seek out talent from diverse backgrounds and cultures valuing unique perspectives and abilities.

By opening our doors to individuals with disability, we're not just ticking boxes; we're enriching our teams with fresh insights, resilience, and creativity.

It's about creating a workplace where everyone feels welcomed, supported, and celebrated for who they are.

Action	Completed by
Promote diversity in our recruitment efforts, including building relationships with disability-focused organisations such as Northern Futures and GenU.	November 2025
Create a profile on the Field Jobs to ensure that those applying for a role at GMHBA can see how we support and accommodate those living with disability.	January 2026
Update our careers site and recruitment advertising to reflect our disability commitments.	April 2025
Encourage employees to disclose disabilities through our recruitment form and seek reasonable accommodations as required.	June 2025
Complete an assessment of the recruitment job boards to understand if they are compliant with the WCAG (Web Content Accessibility Guidelines) V2.1 and amend where required.	July 2025



Reporting and monitoring



Establish effective reporting and monitoring systems.

Keeping track of our Disability Action Plan is important to ensure it's meaningful and making a real impact. Regular reporting will give us a sneak peek into how we're doing, showing us what's working and where we can improve.

This will keep us accountable and help build trust with the people we're here to support.

Action	Completed by
Report on progress on a bi-annual basis to the People & Culture Committee.	Ongoing
Review and update the Plan annually, adjusting as needed.	Ongoing
Encourage feedback from our people through regular surveys.	Ongoing
Complete the IncludeAbility Disability Access and Inclusion Health Check annually.	December 2025 / December 2026

MENTAL HEALTH AND WELLBEING

We recognise that individuals living with disability often face an increased risk of mental health challenges, such as anxiety, depression, and social isolation.

These challenges can arise due to various factors, including physical limitations, societal stigma, and barriers to accessing resources. Our objective is to provide comprehensive support to individuals with disability through a variety of channels.



Offer, and highlight mental health support and resources for employees (e.g. Meli and Sonder)



Monitoring of the psychosocial requirements with a focus on those with disability.

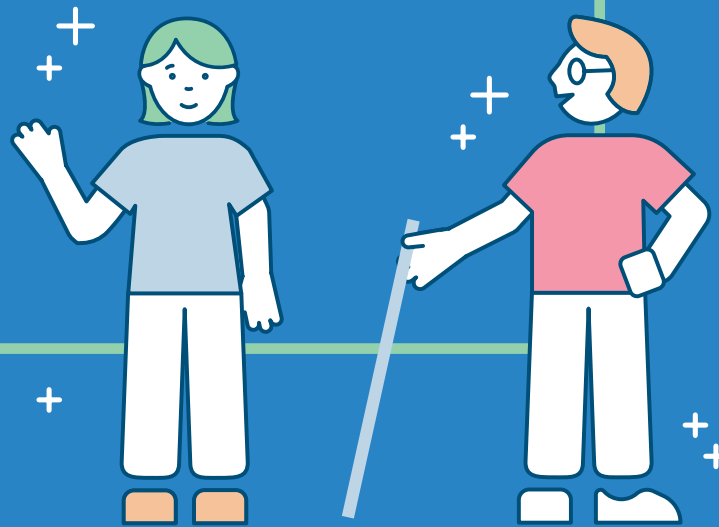
Promote our flexible working arrangements.





Our Disability Action Plan is designed to create an environment where everyone, regardless of ability, has the opportunity to fully participate and thrive. By prioritising inclusivity, we reinforce GMHBA's values, celebrate diversity, and continue our commitment to equity and respect for all.

KATE BARLOW



METRICS



RECRUITMENT



LEADERSHIP
CAPABILITY



TRAINING
PROGRAM
PARTICIPATION



TECHNOLOGY
AUDIT
ENHANCEMENTS



PARTNERSHIPS



REASONABLE
ADJUSTMENTS



THANK YOU



 **GMHBa**