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NSW Police Force

Disability Inclusion Action Plan

(2025 - 2029)

NSW Police Force



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Acknowledgment of Country

The NSW Police Force acknowledges the Traditional Custodians of all Countries throughout NSW and pay our respects to Elders past and present. We recognise the strength and resilience of First Nations People and are deeply appreciative of the contributions of all Aboriginal Peoples.



Artwork created By Gerard Black Worimi Baiyami Art

Person First Language

For the purpose of this Plan, we will be referring to people with disability through person first language. Person first language acknowledges the person before their disability. An example of person first language is “Person with disability” rather than “disabled person”. It is important that we acknowledge that some people with disability prefer to use identity first language. We respect all people’s choice in how they wish to be referred.

A Message From Our Commissioner

Our mission within the NSW Police Force (NSWPF), is to work with the community to reduce violence, crime, and fear. We will continue to improve on our service delivery and support to the disability community.

The NSWPF Diversity, Inclusion and Belonging Strategy (DIBS) builds on what we have achieved so far and seeks to advance the values that support inclusion and belonging in our workplaces. A key deliverable in the DIBS is the development of a Disability Inclusion Action Plan (DIAP).

The NSWPF is committed to ensuring a strong focus on engagement with the development of our DIAP, and to meet this goal we held consultation sessions with employees representing a broad range of experience and backgrounds, including people with lived experience of disability and carers of people with disability. The consultation sessions were facilitated by disability inclusion consulting firm Get Skilled Access (GSA), founded by Dylan Alcott AO.

I would like to extend my gratitude to everyone who participated in the consultation sessions for their valuable input and ongoing support.

The DIAP represents our continued commitment to embedding inclusive recruitment practices, improving systems and processes, contributing to inclusive and accessible communities, and fostering positive attitudes.

Mal Lanyon APM
Commissioner of Police

About This Plan

People with disability may face systemic barriers that hinder their equitable engagement in education, employment, and social and community activities. The DIAP aims to address barriers to service delivery and endeavours to boost the inclusion of people with disability within the NSWPF.

The DIAP aligns with our commitment under the Disability Inclusion Act 2014¹ and supports the objectives of the Disability Discrimination Act (1992)², National Disability Strategy (2021-2031)³, and NSW Disability Inclusion Plan⁴. The DIAP's initiatives will be implemented across four key pillars that align with the State Disability Inclusion Plan (NSW DIP) being;



Pillar 1:
Developing positive attitudes and behaviours,



Pillar 2:
Creating liveable communities,



Pillar 3:
Supporting access to meaningful employment, and



Pillar 4:
Improving access to mainstream services through better systems and processes.

1 [Disability Inclusion Act 2014 No 41 \(NSW Legislation\)](#)
 2 [Federal Register of Legislation - Disability Discrimination Act 1992](#)
 3 [The Strategy and supporting documents | Disability Gateway](#)
 4 [NSW Disability Inclusion Plan 2021-2025](#)

About Disability

Our DIAP supports the social model of disability, an important framework that challenges the traditional medical model and focuses on the ability of the individual. It asserts that disability itself is not the barrier to participation, but rather external environmental and attitudinal barriers.

By focusing on social and systemic factors, the social model promotes equality, empowerment, and the dismantling of discriminatory barriers, fostering a more inclusive and just society for all people, including those with disability.

National Disability Statistics



5.5 million people live with disability¹

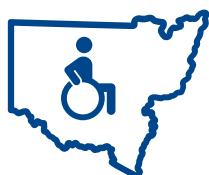


It is estimated that 80% of disability is non-visible²



2.1 million working age Australians live with disability, with an estimated unemployment rate of 10%³

NSW Disability Statistics



1.34 million

1.34 million NSW residents are estimated to have disability⁴



In NSW 17.2% of women and 16.8% of men have disability.



Of the NSW residents with disability, 33.5% have a profound or severe core activity disability⁵

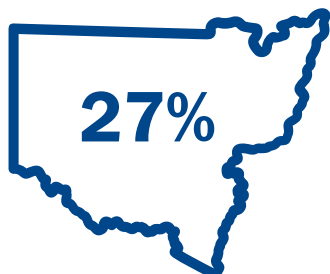


In NSW, 53.5% (age group 75-79) and 58.6% (age group 80-84) have disability.⁶

1 [Australian Bureau of Statistics - Disability, Ageing and Carers, Australia: Summary of Findings 2022](#)
 2 [Hidden Disabilities: What is a Hidden Disability?](#)
 3 [Australian Institute of Health and Welfare: People with disability in Australia 2024](#)
 4 [Judicial Commission of New South Wales: 5.2 Defining disability and prevalence - 5.2.2 Prevalence of disabilities in NSW](#)
 5 [People with a profound or severe core activity limitation are those needing assistance in their day-to-day lives in one or more of the three core activity areas of self-care, mobility and communication.](#)
 6 [Judicial Commission of New South Wales: 5.2 Defining disability and prevalence - 5.2.2 Prevalence of disabilities in NSW](#)

Police Interaction with People with Disability

The findings of the Disability Royal Commission outlined a number of statistics that directly relate to the interaction between people with disability and the NSWPF. A study led by the NSW Bureau of Crime Statistics and Research (BOCSAR) and the Australian Government Department of Social Services¹ found that:



27% of adult offenders in NSW were identified as having disability.



Almost a quarter of young offenders in NSW were identified as people with disability.



More than 2 in 5 young people and around 1 in 2 adults with sentenced custodial episodes were identified as people with disability.



Between 2014 and 2018, 17 % of people with disability were victims of at least one criminal incident.



Young, female, and First Nations people with disability were at greater risk of being victims of domestic and violent crimes.



Police were less likely to act on violent incidents involving victims with disability chances of them proceeding against an alleged offender were 17 % lower than for a person without disability.



People with disability were more likely to experience re-victimisation than people without disability.

¹ [NSW Bureau of Crime Statistics and Research - The victimisation of people with disability in NSW: Results from the National Disability Data Asset pilot](#)

Intersectionality of Disability

The concept of disability intersectionality recognises that disability doesn't exist in isolation; rather, it intersects with various social identities and factors like race, gender, sexuality, socioeconomic status, and more. It acknowledges that individuals with disability may face unique forms of discrimination and additional barriers arising from the intersection of multiple identities. This concept underscores the importance of comprehending and addressing the intricate ways in which different forms of discrimination and disadvantage intersect to shape the experiences of people with disability. By incorporating intersectionality into our perspective, we can develop more inclusive and equitable approaches to disability rights, advocacy, and support. In Australia:

- Nationally, females with disability are twice as likely to experience sexual violence compared to females without disability (33% or 605,081 women with disability compared to 16% of women without disability).¹
- 45% of First Nations people have disability or a long-term health condition, which is twice the rate of the general population²
- Almost one in four First Nations young people in detention are likely to have an intellectual disability, compared with one in 12 non-Indigenous young people³
- 39% of LGBTIQ+ individuals aged 14 to 21 identify as having a disability or long-term health condition⁴

1 [Nature and extent of violence, abuse, neglect and exploitation against people with disability in Australia](#)

2 [First Peoples Disability Network](#)

3 [Justice Health and Forensic Mental Health Network and Juvenile Justice NSW, 2015 Young people in custody health survey, Report, November 2017, p 84.](#)

4 [The 2021 update - LGBTIQ+ Health Australia](#)

Measurement of Progress

Our DIAPs success will be assessed against qualitative and quantitative measures, including:

- Actions successfully implemented over the life of the DIAP – outcomes will be identified for each initiative to allow progress to be clearly measured.
- Progress measured against government, legislative, regulatory and compliance reporting requirements.
- Regularly engaging with our employees for consultation, feedback and suggestions.
- Maintain and establish new partnerships with key stakeholders to build cross-sector support.
- Achievements will be reported to the community through NSWPF Annual Report and the DIAP reviewed and updated every four years.

DIAP Actions

Attitudes and Behaviours

Action

Provide disability confidence and capability training to hiring managers.

Promote the [Hidden Disability Sunflower Program](#) throughout NSWPF.

Develop a library of disability awareness, inclusion, and accessibility resources for employees to easily access.

Continue to develop means for employees to feel confident in accessing the mental health support that is available to them.

Liveable Communities

Action

Provide informed, equitable and empathetic policing responses to older people, people with a disability and people experiencing homelessness

Maintain a highly capable police force that is well-equipped to recognise and respond to an increase in crimes against vulnerable communities, driven by an ageing population and a challenging housing environment

Identify and remove any barriers to accessing police services and help create a more equitable justice system by ensuring appropriate referrals are made to support services.

Maintain and establish new partnerships with key stakeholders to build cross-sector support.

Employment

Action

Conduct a review of the NSWPF recruitment process and implement recommendations to create a more inclusive recruitment experience for candidates with disability.

Provide Disability Capability and Confidence training to all employees involved in the recruitment process.

Investigate opportunities to target positions suitable for people with a disability in the NSWPF.

Systems and Processes

Action

Review, update and expand on the disability-inclusive language guide to support employees, as well as marketing and internal communications.

Develop a stand-alone NSWPF Workplace Adjustment Policy that will support the ongoing employment of people with disability.

Develop Universal Design and best practice accessibility guidelines to be followed in future redevelopments or refurbishments of NSWPF facilities.

International, National and State Policy Alignment

The context for all NSW disability inclusion actions plans is embedded in the below conventions and laws.

International

- [United Nations Convention on the Rights of Persons with Disabilities](#)

Federal

- [Australia's Disability Strategy 2021-2031](#)
- [Disability Discrimination Act 1992](#)

State

- [NSW Ageing and Disability Act 2019](#)
- [NSW Disability Inclusion Act 2014](#)
- [NSW Disability Inclusion Action Planning Guidelines](#)

1 Charles Street
Parramatta NSW 2150
Locked Bag 5102
Parramatta NSW 2124
Office hours:
Monday to Friday
9.30am — 5pm
Email: PCC-INCLUSION@police.nsw.gov.au
[NSW Police Website](#)