



South West HHS Disability Strategy 2024-2027

Our goal

To provide high-quality healthcare and employment opportunities that are inclusive, accessible and responsive, and meet the unique needs of people with disability.

What success will look like

- ✓ SWHHS brings people with disability to the table whenever decisions are made about their lives
- ✓ SWHHS is considered an employer of choice for people with disability
- ✓ SWHHS employees with disability feel safe and respected, and empowered to contribute different perspectives and ideas to improve accessibility and service delivery
- ✓ SWHHS facilities are well maintained, and easily accessible and navigable for employees and patients with disability
- ✓ People with disability consider SWHHS as a safe and supportive environment where their rights are upheld, choices respected, and healthcare needs met
- ✓ SWHHS employees are sufficiently trained, resourced and supported in areas of disability awareness and service provision.

Our responsibility

Addressing the barriers to equality and accessibility experienced by people with disability is not only the right thing to do, it's also a clear obligation under the United Nations Convention on the Rights of Persons with Disabilities. While all of us at SWHHS work to create a fair and inclusive place for people with disability, there's always more we can do.

Our purpose

This strategy demonstrates our genuine commitment to an inclusive health service where people with disability are valued, respected and can contribute to our communities. It outlines our responsibilities to remove all barriers for people with disability, ensuring they have equitable access to quality health services and employment opportunities.

Our actions

- Acknowledge the lived experience of people with disability, consulting widely for the implementation of this strategy, and committing to co-designing any policies or processes that impact their lives
- Increase employment of people with disability, and support employees to participate fully in the workplace
- Increase the capability of the workforce to meet the needs of people with disability through education and training
- Ensure people with disability are offered flexibility, and have access to alternative arrangements
- Ensure SWHHS facilities are fully and easily accessible, and welcoming to people with disability
- Provide information that is clear, accessible and meets the unique language and communication needs of people with disability
- Better meet the complex healthcare needs of people with disability by improving the quality of care
- Raise awareness of the barriers people with disability face, fostering a deeper understanding of their unique needs and experiences

Our priorities

1 Inclusion

Creating a diverse health service that offers equal opportunities and embeds inclusive behaviours to create safe, respectful and inclusive environments for employees and patients with disabilities.

2 Accessibility

Ensuring health services and information are easily accessible, and provided in new and innovative ways that encourage people with disability to fully engage in healthcare that meets their needs.

3 Improved service delivery

Ensuring healthcare across all divisions is accessible, person centred and high quality, and meets the needs of people with disability.

4 Rights and respect

Fostering a culture where the rights and choices of people with disability are upheld and respected.