



# **People with Additional Needs Policy**

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## 1. Context

According to the Inclusion Support Program Guideline (Australian Department of Education, Skills and Employment) March 2020, there is no national definition of 'additional needs.' This term is used within the policy to describe adults who may need or require specific considerations or adaptations to participate fully in our community language school.

We understand that additional needs may be temporary or permanent with diverse origins, which require different responses. Supporting adults with additional needs enables them to have equitable access to resources and participation.

## Legislative Provisions

United Nations Convention on the Rights of Persons with Disabilities (2008)  
<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

Disability Inclusion Act (2014)  
<https://www.legislation.nsw.gov.au/acts/2014-41.pdf>

NSW Disability Inclusion Plan (2015)  
<https://www.facs.nsw.gov.au/inclusion/disability/action-plan-2015-19>

National Disability Insurance Scheme Act (2013)  
<https://www.legislation.gov.au/Details/C2013A00020>

Education Act NSW (1990)  
<https://www.legislation.nsw.gov.au/#/view/act/1990/8/whole>

## 2. Developing positive community attitudes and behaviours towards people with additional needs

We will:

- 2.1 Promote and support awareness and inclusion for people with disability.
- 2.2 Increase employee awareness and acceptance of the rights of people with additional needs, and improve inclusive practices.
- 2.3 Identify additional workforce-related actions to support positive changes in community attitudes and behaviour.
- 2.4 Support programming of lessons to include open ended learning opportunities.

2.5 Implement programming experiences and activities, that are inclusive for all students to access, explore and participate.

2.6 Act as role models by displaying appropriate behaviour and language, being consistently aware of and responsive to students who may require additional support, attention, or assistance.

### **3. Creating more liveable communities for people with additional needs**

We will:

3.1 Improve attraction, retention and career development for people with additional needs.

3.2 Ensure the workplace building is accessible.

### **4. Achieving more equitable access to mainstream services for people with additional needs.**

We will:

4.1 Ensure complaint handling processes meet the needs of people with additional needs.

4.2 Encourage our teachers to tailor lesson planning for students with additional needs.

4.3 Promote external professional support agencies to implement plans and promote inclusion (if requested and required).