

# Making training about disability better

An Easy Read guide



## How to use this guide



The Australian Council of Learned Academies (ACOLA) wrote this guide.

When you see the word 'we', it means ACOLA.



We wrote this guide in an easy to read way.

We use pictures to explain some ideas.

**Bold**  
Not bold

We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these bold words mean.

There is a list of these words on page 26.



This Easy Read guide is a summary of another document.

This means it only includes the most important ideas.



You can find the other document on our website.

<https://acola.org/disability-responsiveness>



You can ask for help to read this guide.

A friend, family member or support person may be able to help you.

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## What is this guide about?



The Australian Council of Learned Academies (ACOLA) is a group of researchers.

We research different things.

And we do this research for:



- governments



- other organisations.



But we are not part of the government.



We **reviewed** what type of training and education workers get about disability.



When you review something, you check to see what:

- works well
- needs to be better.



We did this work for the Australian Government.



This guide explains what we found out.

It also explains what needs to happen in the future.

## Why did we do this research?



We did our research because people with disability have shared that they were treated unfairly.



They told us they had bad experiences with different services.

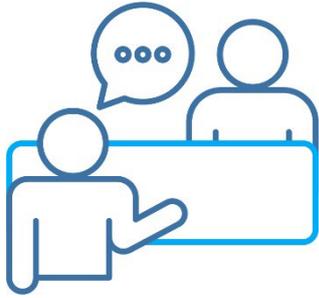
These services include:



- health services, like a hospital or doctor



- education and training services, like a school or university.



It also included **social services**.

Social services are lots of different services that help people manage their day to day lives.



And it included the **justice system**.

The justice system includes:

- police
- the courts
- the law
- prisons.



People might treat people with disability unfairly because they don't understand what:

- disability is
- people with disability need.

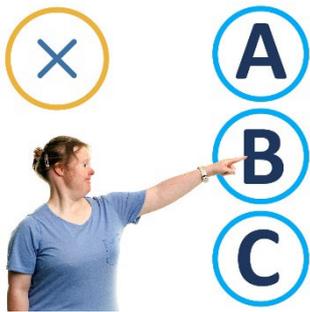


People with disability told us that sometimes they don't get the support they need.

This happens when services think people with disability don't have:



- the same needs as other people



- skills to do things other people can, like making their own choices.



People with disability might also be treated unfairly because of other things about them.

This includes their:



- sexuality – who they love or are attracted to



- gender – who they feel they are as a person.



It also includes their **culture**.

Your culture is:



- your way of life



- how you think or act now because of how you grew up



- your beliefs



- what is important to you.

## What experiences did people with disability have?



People with disability shared their experiences with us.



Some people with disability couldn't find and use different services.



And some workers didn't listen to people with disability.



Some supports and services:

- weren't good
- didn't meet the needs of people with disability.



These experiences can have a bad effect on people with disability.

It can affect the **mental health** of people with disability.



Your mental health is about how you:

- think
- feel
- manage your feelings.



And it can make it harder for people with disability to take part in learning.

For example, going to school.



It can also make it hard for people with disability to find and keep a job.

# What can we do to support people with disability?



We want to make sure people with disability get the support they need.



And we want to make sure workers treat them well.



We learnt that good education and training can help workers:

- understand what disability is
- support people with disability better.

This includes people who work in:



- health services



- education services



- social services



- justice services.



But we also found that many workers don't know much about disability.



They might not have good education and training.



Or they might have no education and training about disability at all.



We want workers to get good education and training.



We also want people with disability to be included when these services make and run their:

- education
- training.

## What does good training look like?



Good education and training will help workers treat people with disability fairly.



We have ideas that will help make sure education and training is good.

We explain these ideas on the following pages.

### Working with people with disability

Organisations should include people with disability when they:



- plan the education and training



- train their staff about disability.

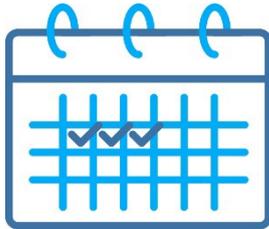


Good education and training should give workers more chances to work with people with disability.

This includes workers who:



- have already done the education and training



- are doing education and training now.

## Teaching staff what they need to know

Good training should teach workers good:



- skills to work with people with disability



- information about disability



- **attitudes** towards disability.



Attitudes are what you think, feel and believe.



Good education and training is also related to the type of work you do.



For example, a teacher needs education and training about how to support students with disability.

## Understanding bad attitudes

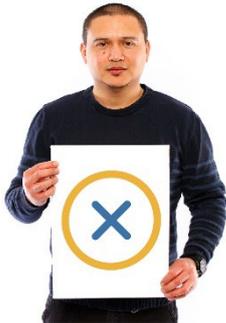


Some people might think about people with disability in bad ways.

And they might believe that what they think is right,  
even if it:



- hurts people with disability



- is wrong.



This can make them treat people with disability unfairly.



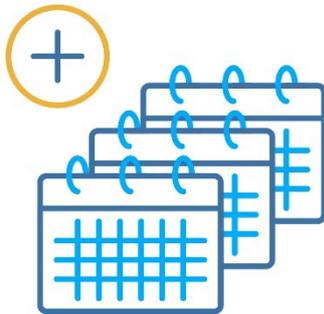
But good education and training should help workers  
understand why they might have negative attitudes.

And help these workers change those attitudes.

## Doing training more than one time



Workers need to do good education and training more than one time.



They should do it again after a period of time.



For example, workers might do training 6 months after they did it the first time.

## What can we do in the future?



We have a list of things organisations and services can do to help train workers about disability.

We explain what these organisations and services can do on the following pages.

### Include people with disability



Organisations and services should hire more people with disability.



And they should give people with disability more jobs where they are leaders.



This will help organisations and services provide people with disability with the support they need.



Organisations and services should support the **rights** of people with disability.



Rights are rules about how everybody should be treated fairly.



And they must make sure they are **inclusive** when they hire new people.



When the community is inclusive, everyone:

- can take part
- feel like they belong.

## What governments need to do



All governments must make sure their workers have appropriate education and training about disability.



And they need rules to make this happen.



All governments should work together.

This will make sure everyone gets education and training about disability in all parts of Australia.



The government should work with organisations to make sure their education and training about disability is good.



All parts of government should also work together to support people with disability.

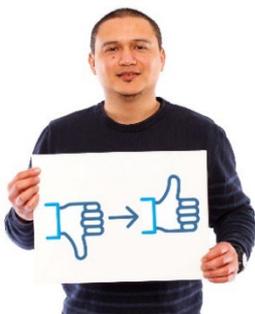


And they should know how to make their services meet the needs of people with disability.

## Making sure training works well



Staff who work for education and training organisations should do training about disability.



This can help them learn how to make their training better.



These organisations should also do this training more than one time.



We should check if education and training courses teach good information.



All parts of government should also check if education and training makes things better.

For example, they should check if training can improve people's:



- skills



- information



- attitudes.

# Word list

This list explains what the **bold** words in this document mean.



## **Attitudes**

Attitudes are what you think, feel and believe.

## **Culture**

Your culture is:



- your way of life



- how you think or act now because of how you grew up



- your beliefs



- what is important to you.



## **Inclusive**

When the community is inclusive, everyone:

- can take part
- feel like they belong.



## **Justice system**

The justice system includes police, the courts, the law and prisons.



## **Mental health**

Your mental health is about how you:

- think
- feel
- manage your feelings.



## **Review**

When you review something, you check to see what:

- works well
- needs to be better.



## **Social services**

Social services are lots of different services that help people manage their day to day lives.

## Contact us



You can call us.

**0484 814 040**



You can send us an email.

**[info@acola.org.au](mailto:info@acola.org.au)**



You can write to us.

GPO Box 783

Canberra ACT 2601



You can visit our website.

**[www.acola.org](http://www.acola.org)**



Creating  
an inclusive  
community  
together

We would like to say thank you to the Australian Government.  
They paid for our work as part of Australia's Disability Strategy 2021–2031.

We call it the Strategy.

For more information about the Strategy, you can visit  
the Disability Gateway website.

[www.disabilitygateway.gov.au/ads](http://www.disabilitygateway.gov.au/ads)



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