



Royal Commission
into Violence, Abuse, Neglect and Exploitation
of People with Disability

Inclusive education, employment and housing

Easy Read version



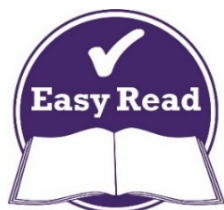
Final Report
Volume 7

How to use this report



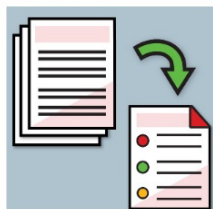
The Disability Royal Commission
(the Royal Commission) wrote this report.

When you see the word 'we', it means
the Royal Commission.



We wrote this report in an easy to read way.

We use pictures to explain some ideas.



This report is a **summary** of Part 7 of our *Final report*.

A summary only includes the most important ideas.



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 30.



You can ask for help to read this report.

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



Our *Final report* is in 12 parts.

This is Part 7 – Inclusive education, employment and housing.



You can find the rest of the *Final report* on our website.

www.disability.royalcommission.gov.au

Acknowledgement of Country



We recognise First Nations peoples as the traditional owners of the land we live on – Australia.



They were the first people to live on and use the:

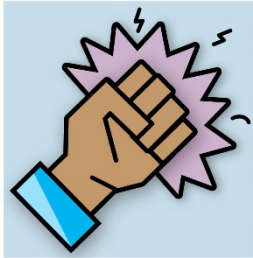
- land
- waters.

What's in Part 7?

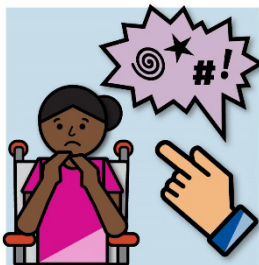
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What's the Disability Royal Commission?

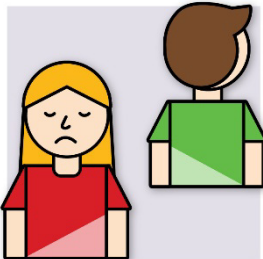
We wanted to work out the best ways to stop people with disability from experiencing:



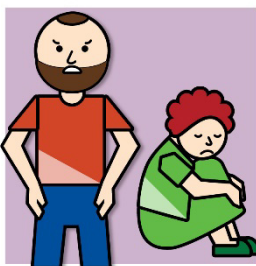
- **violence** – when someone hurts you physically



- **abuse** – when someone treats you badly



- **neglect** – when someone is not helping you the way they are supposed to help you



- **exploitation** – when someone takes advantage of you.



People with disability should have the same **rights** as everybody else.

Rights are rules that say you can choose how you live your own life.

And they explain how other people must treat you.



On 5 April 2019, the Australian Government created the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

We call it the **Royal Commission**.



A Royal Commission is an official way of looking into a big problem.

It helps us to work out what went wrong and what we need to improve.



The Royal Commission finished on 29 September 2023.



We have shared what we learned.



The last thing we need to do is share what we **recommend**.



When we recommend something, we share an idea about how to make things better for people with disability.

What's Part 7 about?

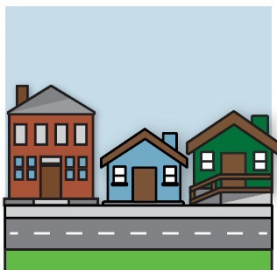
Part 7 is about how to support people with disability in:



- education – like school, university and TAFE



- **employment**



- housing.



Employment means you:

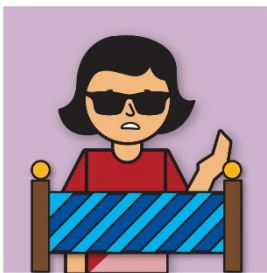
- have a job
- go to work
- get paid.



We want to make sure these parts of life are **inclusive**.

When something is inclusive, everyone:

- can take part
- feels like they belong.



But there are many **barriers** for people with disability.



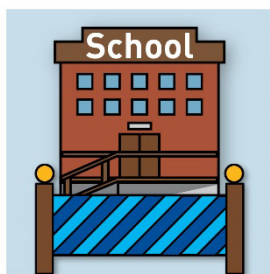
A barrier is something that stops you from doing something you:

- need to do
- want to do.



In Part 7 we explain our ideas about how to make education, employment and housing more inclusive.

Education



There are many barriers to inclusive education.



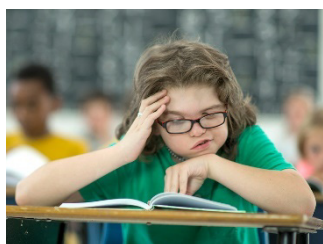
This includes the **attitudes** people in education can have about people with disability.

Your attitude is what you think, feel and believe.



It also includes when people think students can't do well in schools because of their disability.

Schools don't do enough to support students with disability to take part in:



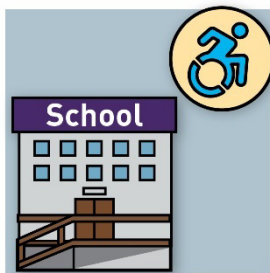
- classes



- the school community.



This includes keeping students with disability out of school for a long time.

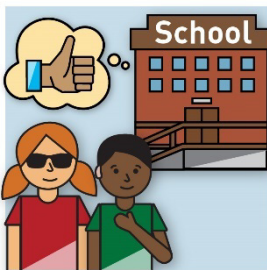


And moving students with disability into **segregated**:

- classes
- schools.

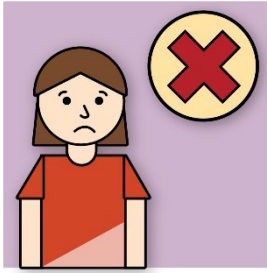


When something is segregated, it keeps people with disability separate from people without a disability.



Schools also make decisions about what is best for students with disability.

But when they do this they don't always include:



- the student



- their family.

There should also be a service that can support students with disability to:



- continue their education after they finish school

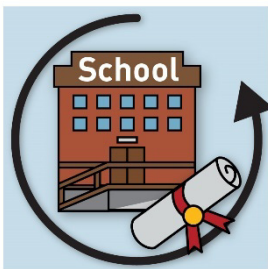


- find and keep a job.

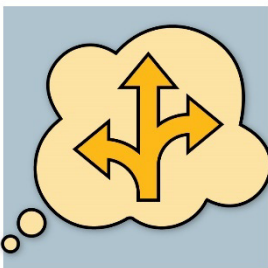
What the Commissioners think



The **Commissioners** are the people in charge of the Royal Commission.



They agree that education should be inclusive.
And that a lot has to change.



But they have different ideas about what to do.



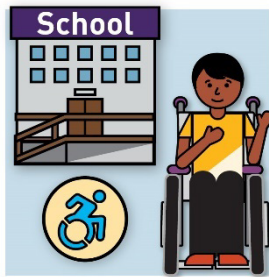
3 of the Commissioners think that segregated education doesn't support the rights of people with disability.



They think all segregated schools should close over the next 28 years.



This means students with disability and without a disability would always go to school together.



The other 3 Commissioners agree with this goal for as many students with disability as possible.

But they also think that some students with disability and their parents might still need or want their own place to learn.



For example, students who need a lot of support.

They think state and territory governments should make sure these students are not segregated.



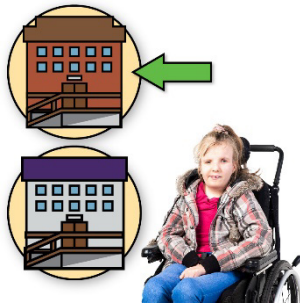
This means they must have the chance to connect with students without a disability:

- often
- in many ways.

What we recommend



We recommend state and territory governments change their laws about education.



They should make sure the law explains the rights of people with disability to **enrol** in any school they choose.

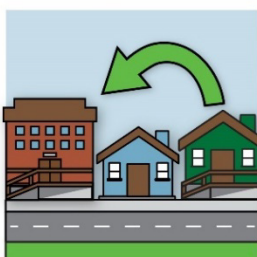


When you enrol, you sign up to take part.

Students with disability have the right to enrol in schools that:



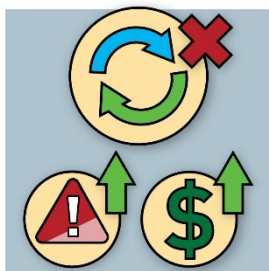
- people without a disability also go to



- are near where they live.



The laws should also explain that a school can only say no if it would cause **unjustifiable hardship**.



Unjustifiable hardship is when an organisation can't change things for a person with disability.

For example, if the things they need to change are:

- too hard
- too expensive.



You can read more about unjustifiable hardship in the *Disability Discrimination Act 1992*.

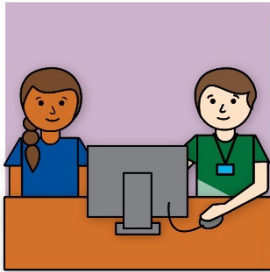
This is a law about how people must treat people with disability fairly.

Employment



Inclusive employment can improve the lives of people with disability in many ways.

It can support them to:



- find and use services



- support themselves and their family



- have enough money for the life they want to live.

Having a good job can help people with disability:



- develop new skills

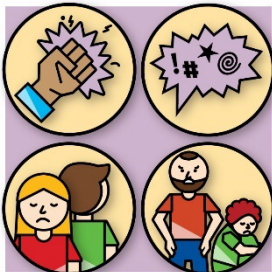


- meet people and make friends

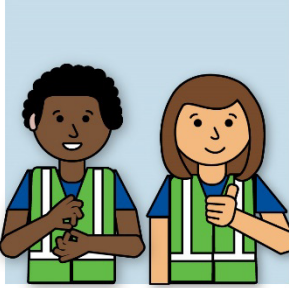


- have more chances to do new things.

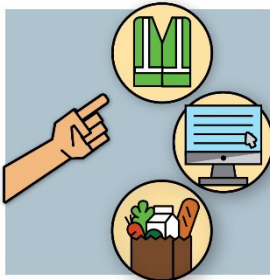
And it can help keep people with disability safe from:



- violence
- abuse
- neglect
- exploitation.



People with disability have the same rights to employment as people without a disability.



This means people with disability should have a choice about:

- where they work
- the work they do.



This includes the chance to work in **open employment**.

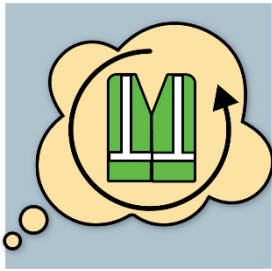
Open employment is when anyone can have a job at a business, not just people with disability.



The Australian Government should move away from segregated employment.

And make sure businesses don't pay people with disability less than what the law says.

What the Commissioners think

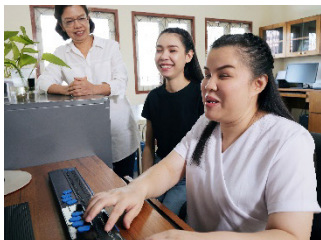


Some of the Commissioners have different ideas about how to make sure employment is inclusive.

But they all agree that the National Disability Insurance Scheme gives people with disability better chances to:



- work and earn money



- get support at work.

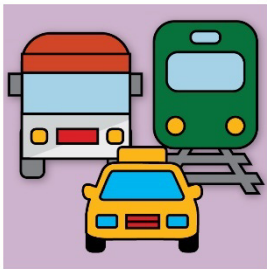


The Commissioners also agree about the main barriers to employment.

These barriers are:



- people's attitudes about disability



- physical barriers – including how easy it is to get to work



- how businesses work – including the way they hire and support staff



- how the government works – including how easy the law is to understand.

What we recommend



We recommend the Australian Government should create a Disability Employment Rights Council.

In this report we call it the Council.

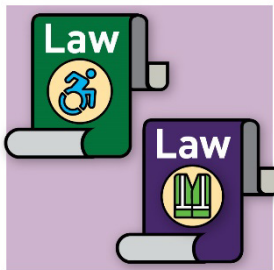


The Council would improve the way **regulators** work together.



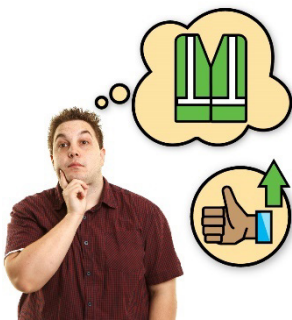
Regulators make sure:

- everything works well
- everyone follows the rules.



The Council would look at:

- disability laws
- employment laws.



They would find ways to make sure these laws work together to improve how people with disability experience employment.



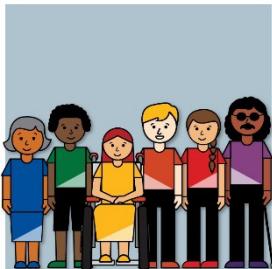
And they would give advice to businesses about the rights of people with disability.

Housing

People with disability have the right to live in a home that:



- meets their needs

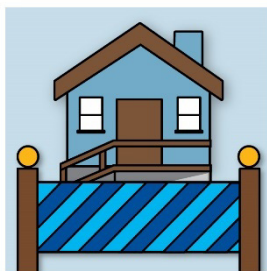


- supports them to take part in the community.

Inclusive housing can help keep people with disability safe from:



- violence
- abuse
- neglect
- exploitation.



But there are many barriers to inclusive housing.



For example, we heard how **group homes** don't support the rights of people with disability.



Group homes are places where people with disability:

- live together
- get support.

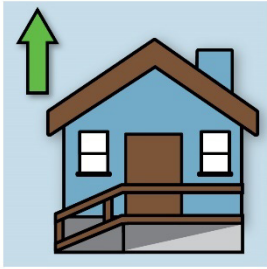


We also heard about issues that can make people with disability **homeless**.

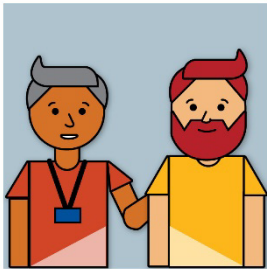


People who are homeless don't have a home.

They must find a place to sleep each night.



There needs to be more inclusive housing.



And housing **policies** should explain how to support people with disability.



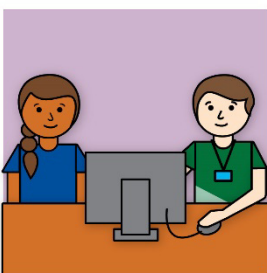
Policies are:

- government plans for how to do things
- where rules come from.

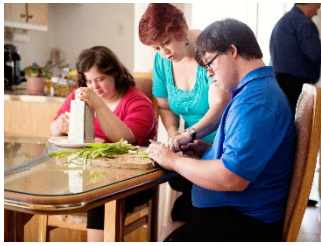
Governments should do more to make sure people who run **supported accommodation**:



- follow the rules



- provide people with disability with the supports they need.



Supported accommodation is a type of housing for people with disability who need support.



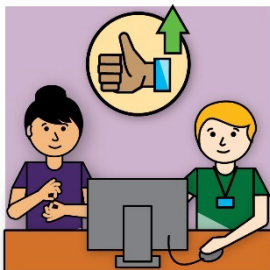
Governments should also improve the way they protect people with disability who **rent**.

Rent is the money you pay to live in a home someone else owns.



Governments should also make it easier for people with disability to find and use **social housing**.

Social housing provides homes that cost less to live in.



And governments should improve the ways they support people with disability who are homeless.

What the Commissioners think



The Commissioners agree that housing needs to change.



But they have different ideas about group homes.



Some of the Commissioners think group homes can support the rights of people with disability if they improve.



Other Commissioners think group homes might not be able to fully support the rights of people with disability.

Even if they improve.

What we recommend

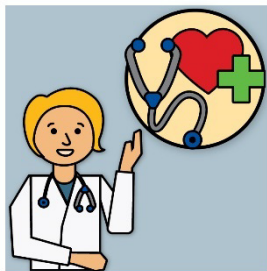


We recommend governments create a new policy.

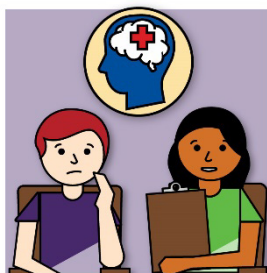


The policy should make sure all people with disability get a home that meets their needs when they leave government services.

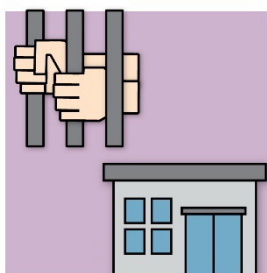
For example, when they leave:



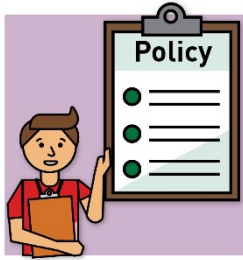
- health services



- mental health services



- prisons and youth justice centres.



The policy should explain which organisation is in charge of helping a person get a home.

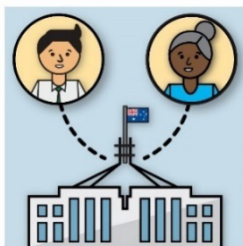


For example, the person might take part in the National Disability Insurance Scheme.

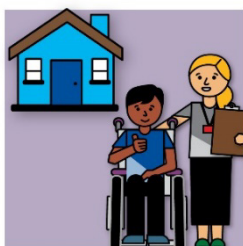
We call it the NDIS.



In this case, the National Disability Insurance Agency should be in charge of helping the person.



If the person doesn't take part in the NDIS, the government department that runs the service they are leaving should be in charge of helping the person.



The policy should explain that these organisations must support people with disability to find homes that meet their needs.

Word list

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



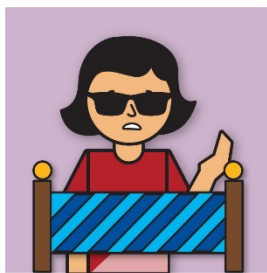
Abuse

Abuse is when someone treats you badly.



Attitudes

Your attitude is what you think, feel and believe.



Barrier

A barrier is something that stops you from doing something you:

- need to do
- want to do.



Commissioners

The Commissioners are the people in charge of the Royal Commission.

Employment



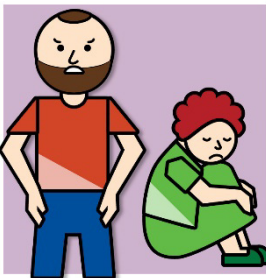
Employment means you:

- have a job
- go to work
- get paid.



Enrol

When you enrol, you sign up to take part.



Exploitation

Exploitation is when someone takes advantage of you.



Group homes

Group homes are places where people with disability:

- live together
- get support.



Homeless

People who are homeless don't have a home.

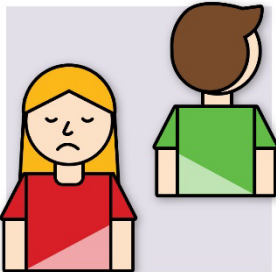
They must find a place to sleep each night.



Inclusive

When something is inclusive, everyone:

- can take part
- feels like they belong.



Neglect

Neglect is when someone is not helping you the way they are supposed to help you.



Open employment

Open employment is when anyone can have a job at a business, not just people with disability.



Policies

Policies are:

- government plans for how to do things
- where rules come from.



Recommend

When we recommend something, we share an idea about how to make things better for people with disability.



Regulators

Regulators make sure:

- everything works well
- everyone follows the rules.



Rent

Rent is the money you pay to live in a home someone else owns.



Rights

Rights are rules that say you can choose how you live your own life.

And they explain how other people must treat you.



Royal Commission

A Royal Commission is an official way of looking into a big problem.

It helps us to work out what went wrong and what we need to fix.



Segregated

When something is segregated, it keeps people with disability separate from people without a disability.



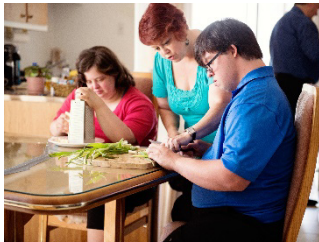
Social housing

Social housing provides homes that cost less to live in.



Summary

A summary only includes the most important ideas.



Supported accommodation

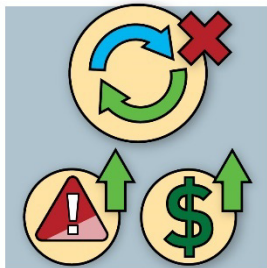
Supported accommodation is a type of housing for people with disability who need support.

Unjustifiable hardship

Unjustifiable hardship is when an organisation can't change things for a person with disability.

For example, if the things they need to change are:

- too hard
- too expensive.



Violence

Violence is when someone hurts you physically.

Support for you



Lifeline is a service for people at risk of suicide.

This is when someone ends their own life.



You can call Lifeline any time.

13 11 14



You can use Lifeline's online chat to talk to someone.

www.lifeline.org.au/crisis-chat



Beyond Blue is a service that can support you with your mental health.



You can call them any time.

1300 224 636



1800Respect is a phone service for people around Australia who experience:

- domestic and family violence
- sexual violence.

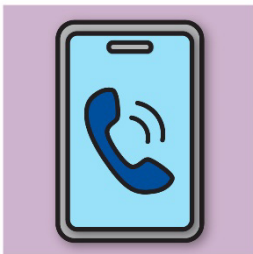


You can call them any time.

1800 737 732



Qlife is a service that supports people in the LGBTIQ+ community with their mental health.



You can call them any day from 3pm to 12am.

1800 184 527

Contact us



Australian Government
Attorney-General's Department

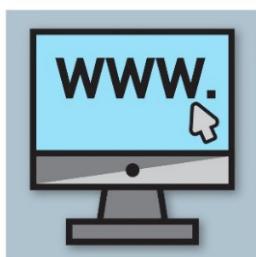
The Disability Royal Commission has ended.

If you have questions, you can contact the Attorney-General's Department.



You can call them.

(02) 6141 6666



Or you can use the form on their website.

www.ag.gov.au/about-us/connect-us/contact-us



You can also contact them to make a complaint.

This is when you explain that something:

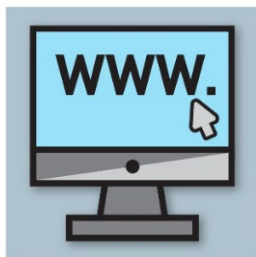
- has gone wrong
- isn't working well.

Support to contact the Attorney-General's Department



You can call the National Relay Service.

133 677



You can visit the Access Hub website to find the right service for you.

www.accesshub.gov.au/services



If you speak a language other than English, you can call the Translating and Interpreting Service (TIS).

1800 131 450

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Royal Commission
into Violence, Abuse, Neglect and
Exploitation of People with Disability