

Showcasing Innovation: 2014 NSW Disability Industry Innovation Awards

Winners & Finalists



**NSW DISABILITY
INDUSTRY INNOVATION
AWARDS**
RECOGNISING EXCELLENCE
IN THE DISABILITY SECTOR



Family &
Community
Services

The introduction of the NDIS presents an unprecedented opportunity for innovation and for organisations to think differently about providing services that are focused on making a significant difference to the lives of people with disability.

Each of the winners and finalists showcased in the 2014 Innovation Awards are leading the way in the delivery of innovative person-centred services. These programs and services are enabling people with disability to lead more independent, active and rewarding lives that are aligned with their individual goals and aspirations.

The dedication, passion and commitment of the individuals and organisations in this booklet are an inspiration to the entire sector and motivate us all to find new ways of enabling people with disability to make decisions, exercise choice and control, and transition to individualised funding arrangements.

The continuing innovation in the sector will ensure the successful transition to a dynamic disability service system that delivers the best outcomes for people with disability, their families and carers.

The NSW Government is proud to support the 2014 Disability Industry Innovation Awards and congratulates each of the winners and finalists on their achievements.

A handwritten signature in black ink, reading "John Ajaka". The signature is fluid and cursive, with a period at the end.

The Hon. John Ajaka MLC
Minister for Ageing
Minister for Disability Services





FINALIST: BETTY STAMPOULIS-LYTTLE

Community trainer and consultant, Betty Stampoulis-Lyttle has created 'Goal Setting and Life Enhancement Series' workshops for people with disability. Together with her colleague Davina Park, Betty is creating avenues for people with disability to explore what their future might hold, and how the NDIS fits in with their goals and aspirations.



FINALIST: BLUE MOUNTAINS DISABILITY SERVICES LTD

The Explorers Club, part of Blue Mountains Disability Services' Community Access Program, was launched to support a group of clients to access a range of adventure and educational activities. The personal achievements and increased confidence felt by the participating young people has been a remarkable outcome. They have formed relationships across the community and have become a close team of comrades.



FINALIST: FAMILY PLANNING NSW

Family Planning NSW has given voice to the rights of people with disability to be informed and make choices about their reproductive and sexual health through the 'Love and Kisses' plan. This plan is implemented by working with parents, carers, disability support workers, clinicians and people with intellectual disability to provide innovative services that deliver positive support.



FINALIST: TAD DISABILITY SERVICES

Innovation is at the heart of the Freedom Wheels program run by TAD Disability Services. Bicycles are individually adapted by the Freedom Wheels program to enable children with disability to ride a bike. The benefits to children with disability are enormous, not just the physical benefits, but more importantly the enhanced capacity for social participation.



FINALIST: SHOPFRONT YOUTH ARTS COOPERATIVE

Shopfront Youth Arts Co-operative's Accessibility Program is a strengths-based artistic program that facilitates the creative expression of young people with disability. All participants are co-artists, and are acknowledged as potential future professional artists. The program currently engages over 200 young people with disability.

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WINNER: MARTIN WREN, NOVA EMPLOYMENT

NOVA Employment is a not for profit open employment service that operates across Sydney. NOVA Employment also runs a very successful Transition to Work program and a Registered Training Organisation.

The NOVA team are particularly well known for their use of broad based advertising. CEO Martin Wren has driven innovative use of digital media to promote the inclusion of people with disability.

Whether through social media, television, radio, newspaper articles, sponsorship or the more than 2 million pie-bags distributed annually, NOVA's catch cry, 'Focus on Ability', is being heard amongst employers and the general public. The wide-reaching impact of the media used by Nova is apparent in the short film competition of the same name that attracted more than 250,000 viewers and voters this year.





**FINALIST: SYLVANVALE
DISABILITY SERVICES -
COMMUNITIES AROUND KIDS**

The vision of the ‘Communities Around Kids’ program is that all children and young people with complex disabilities are given the supports they need to keep their families together. Partnered with regular, consistent and frequent respite, the program puts the child at the centre of their family and their educational, medical, therapeutic and community networks.



**FINALIST: SYLVANVALE DISABILITY
SERVICES - MIKARIE PLACE CHILD
CARE CENTRE**

Sylvanvale Disability Services - Mikarie Place Child Care Centre embraces diversity and is fully inclusive of all children. Delivering services to children with and without disability, the Mikarie Centre is an innovative and integrated environment where disability is part of everybody’s world and inclusion is the expectation.

Northcott
supporting choice & opportunity

Northcott
supporting choice & opportunity

Feel the
VIBE

Aby Hutchinson-West

Northcott
Topic: Policy Formation, Positive Relationships &
Sexuality

**WINNER: NORTHCOTT -
'FEEL THE VIBE' EXPO**



Northcott's vision is to help give people with disability more choice, voice and control over their lives, including in the area of sexuality. The 'Feel the Vibe' sexuality and disability expo was held to give people with disability more choice and opportunities. The expo lifted the lid on disability and sexuality, while focusing holistically on the needs of people with a disability. The expo was split into two sessions, with the first targeting parents, carers and staff in the disability sector. The second session was held for people aged over 18 years who live with physical disabilities. The sessions included a viewing of the Australian documentary *Scarlet Road*, which takes a unique look at the sexual needs of adults with disabilities. A variety of stall holders attended the expo to showcase products and services they have on offer to support adults with physical disabilities. Northcott believes that every person has the right to achieve their goals and is committed to helping them do this, including goals focussed on achieving sexual fulfilment – something many in society take for granted.



FINALIST: KURRAJONG WARATAH

A joint venture between Kurrajong Waratah's Accommodation Services and NSW Sport and Recreation, the 'Rural Getaway' addresses a need identified by families in the Riverina. The 'Rural Getaway' is a flexible, affordable and exciting five day holiday for people with a disability, and a break from providing full time care for their families. 'Rural Getaway' staff creatively tailor professional support to ensure successful participation and outcomes for everyone concerned.



FINALIST: WHEELCHAIR SPORTS NSW

The 'Share a Chair' program by Wheelchair Sports NSW maintains a fleet of modified sports wheelchairs for loan to regional members with disability. The program expands and enables sporting opportunities. 'Share a Chair' innovations include removing the cost burden of purchasing a sports wheelchair and successfully targeting and addressing the additional barrier of geographic isolation.



**WINNER:
THE FLAGSTAFF GROUP**

The Flagstaff Group aims to give people with disability living in the Illawarra and Shoalhaven region better choice, independence and social inclusion by providing them with skills, training and sustainable employment. Flagstaff is constantly innovating its business ventures and vocational based training options. Flagstaff currently operates 6 commercially sustainable business units and offers a range of training and development programs for its employees with disability. Flagstaff has been nominated for the partnership it has developed with TAFE NSW in the Illawarra and Shoalhaven areas, and BlueScope Steel. The partnership's innovation is in the creation of new Certificate II courses in Manufacturing Process Handling, Food Processing, and most recently, Waste Management. Flagstaff is currently one of the only organisations in Australia offering Certificate II courses to people with disability. Working with BlueScope Steel, Flagstaff has also launched Cafe Vzone, which puts into practice the skills developed in the training course. In gaining qualifications and employment, employees have benefited from a sense of achievement, increased self-esteem and improved work skills. Some Flagstaff employees have transitioned into open employment as a direct result of the training and experience they have gained from working at Flagstaff.



FINALIST: FLINTWOOD DISABILITY SERVICES AND REAL DISABILITY CARE

Flintwood Disability Services and REAL Disability Care have created an annual Behaviour Support Conference to enhance the knowledge, skills and awareness of employees in the NGO sector, including frontline support workers. The conference presenters include international academic and professional staff with considerable expertise in the area of behaviour support.

FINALIST: LIFESTART

Lifestart's Clinical Practice Outreach and Support Service (CPOSS) demonstrates innovative responses to workforce issues that are specific to allied health professionals. CPOSS coaches and mentors workers supporting children with disability and their families in mainstream services to ensure inclusion and participation in all activities.



**WINNER: AUSTRALIAN
FOUNDATION FOR DISABILITY**

In conjunction with TAFE NSW South Western Sydney Institute, the Australian Foundation for Disability (AFFORD) has developed a course specifically designed to increase the workplace skills of supported employees with disability. The three module course includes communication skills, workplace information and participation in Work Health and Safety. Graduating AFFORD employees receive a TAFE Statement of Attainment in Employee Work Skills. The course is completed during work hours at an AFFORD factory site, where employees are paid their full wages and have access to mentoring and support from other AFFORD employees. Piloted in 2014, this course is the first of its kind in NSW. The learning, mentoring and encouragement provided through the course has resulted in a reported increase in skills, self-esteem and job satisfaction. AFFORD currently employs over 500 people with disability in 6 modern factories, with over 70% having an intellectual disability. AFFORD is committed to helping improve the quality of life of people with disability and offering opportunities for employees to grow, learn and develop new skills.



FINALIST: HOUSE WITH NO STEPS (HWNS)

HWNS has embedded rights-based quality and reporting across all of its operations. HWNS is the first NSW organisation to be accredited for Person Centred Excellence with the Council on Quality and Leadership. Personal Outcome Measures have also been engaged to empower individuals supported by HWNS to measure service quality and influence business development.



FINALIST: LIFE WITHOUT BARRIERS (LWB)

LWB is forging forward-thinking partnerships with corporate Australia to attract investment and generate capital to fund disability projects. The partnerships formed between LWB and corporations such as Volkswagen and Westpac offer long-term secure funding potential. These partnerships also provide mechanisms for raising awareness within institutions outside of the disability sector.



**WINNER: LIFE WITHOUT BARRIERS -
THE DISABILITY SERVICES ADVISORY COUNCIL**

LWB has implemented an organisation-wide Disability Advisory Charter. The Charter enables service users, through its Disability Services Advisory Council (DSAC), to engage and participate in service delivery improvement.

The DSAC membership is made up of people who use services provided by LWB. Members voice their views and provide formal feedback on a range of issues including: service delivery, policy, program design and corporate direction.

This original approach has led LWB to implement service changes that reflect the choices and recommendations of DSAC members. This includes initiating the Lived Experience recruitment project, which equips people with disability to participate in recruitment decisions around their support staff, transport and changes to rostering.

The DSAC has had a profound impact on connecting its members with the wider community. At its commencement, only two of the eleven members of the group had email accounts. All members now regularly communicate via email and across web based technologies. The DSAC is a creative example of 'bottom-up' organisational planning that has had wide ranging effects.

**FINALIST: GLENDA PEARCE,
INTERCHANGE ILLAWARRA**

Glenda Pearce has been nominated for her forty years of innovation in promoting inclusion in the Illawarra region. Reflecting on her career, Glenda says: “I owe so much to people with disabilities, their families and carers for the privilege of being part of their lives and all they have taught me over the past 43 years”.

**FINALIST: LEN SNOWDON**

Len has provided leading-edge opportunities and optimism that continues to change the lives of many people with disability. He is a co-founder of the Support Amputee and Friends organisation which provides a support network for amputees to address the challenges they encounter. His inventive approach is recognised across the Shellharbour community.

**WINNER: SHARON EVERSON,
THE DEAF SOCIETY OF NSW**

Sharon joined the Deaf Society in 1977 and has served as CEO since 2009. Sharon's achievements and innovations at the Deaf Society include leading the shift away from a welfare service model to genuine partnership with the Deaf Community.

Her inspired approach has contributed to creating an organisation which employs, trains and promotes deaf and hard of hearing people on an equal basis. The Deaf Society is now a best practice model of deaf-friendly employment with the number of deaf and hard of hearing employees increasing from none to almost 50%.

Sharon has built a deaf-friendly environment which ensures that services provided and the workplace itself are culturally safe and offer full accessibility. Strategies include the provision of in-house English support for deaf staff plus training and support for hearing staff to gain Auslan skills. Sharon has also implemented a family-friendly policy which provides flexible working arrangements for all staff.

Most recently, Sharon has supported visionary activities to celebrate and highlight the achievements of the Deaf Community. These include hosting the 2nd International Conference of the World Federation of the Deaf and the creation of a deaf history website.



FINALIST: SUNNYFIELD

Shane and his family have been supported by Sunnyfield for many years. Sunnyfield has been nominated by Shane's family for their ingenuity in facilitating Shane's transition to supported living.

In 2013, Sunnyfield worked with Shane, a middle-age man, and his family to enable him to move into a unique 'shared equity' supported accommodation arrangement. Sunnyfield transitioned Shane and four housemates to a home owned by Shane's family, creating a new group home with a privately owned asset.

Sunnyfield also supported the family to retain their son's employment at his ADE amongst other life changes and transitions. This nomination demonstrates the appreciation the family has for Sunnyfield's support in navigating a complex service landscape for the benefit of their son and others with disability. Shane's voice, choice and control were at the centre of the work Sunnyfield has done with this family.

Shane's parents recommend that other families also find creative ways to support independence in partnership with their service providers.



**WINNER:
MY CHOICE MATTERS**





WINNER: MY CHOICE MATTERS (MCM)

MCM is a project of the Consumer Development Fund, run by the NSW Council for Intellectual Disability. It is the first large scale capacity building initiative in NSW that is focused specifically on empowering people with disability to get the most out of person-centred supports.

People with disability drive MCM at every level. People with disability identified important capacity building opportunities to achieve their goals, and thereby drove the unique design of MCM workshops and skill building initiatives. These projects have the added benefit of user driven products and services that can be shared with all people with disability, their families, carers and communities. MCM has focussed on including regional and rural communities, Aboriginal communities and culturally and linguistically diverse communities.

MCM was nominated by a stakeholder and colleague. The nomination articulated that MCM is a key part in the journey to changed community attitudes and a completely shifted sector where people with disability are recognised and respected as consumers with choice and control. MCM provides a foundation for this vital shift in NSW as the roll-out of the NDIS draws close.

“MCM respects everybody with a disability...MCM treats everyone in the same way and understands a lot about all people with different disability” says a ‘My Leadership Matters’ & ‘Run Projects’ participant.



**WINNER: NORTHCOTT -
'FEEL THE VIBE' EXPO**

***Congratulations to
My Choice Matters
and Northcott***



MS EILEEN BALDRY

Chairperson, NSW Council of Social Services

MR CAIN BECKETT

Chairperson, Disability Council of NSW

MR BRAN BLACK

General Manager, Evolve Housing

MR JIM LONGLEY

Chief Executive, Ageing, Disability and Home Care

MR TONY LUND

Former President, National Disability Services

MS SALLY MCMANUS

Branch Secretary, Australian Services Union

MS ELLIE ROBERTSON

Living Life My Way Ambassador

NDS wishes to thank the judging panel for the significant time and energy they put in to make the NSW Disability Industry Innovation Awards possible.

*“Creativity is
thinking up
new things, but
innovation is
doing new things”*

- Theodore Levitt

