



Disability Inclusion Plan

As part of our *Inclusion@Powerlink*
Diversity, Equity and Inclusion Strategy



Introduction

Acknowledgement of Country

Powerlink acknowledges the Traditional Owners and their custodianship of the lands and waters of Queensland and in particular, the lands on which we operate. We pay our respect to their Ancestors, Elders and knowledge holders and recognise their deep history and ongoing connection to Country.

Our vision for inclusion

To connect Queenslanders to a world-class energy future we need to ensure our people feel included and safe to bring their whole selves to work.

We need a purpose led culture that is underpinned by inclusive behaviours and mindsets, supported by a robust *Diversity, Equity and Inclusion Strategy*.

Inclusion@Powerlink is focussed on five key priority areas of demographic diversity: gender equity, First Nations peoples, LGBTQIA+, culturally and linguistically diverse communities, and people with disability*. We recognise the systemic barriers and inequities faced by underrepresented groups, and our focus is on dismantling these barriers, fostering inclusiveness, and ensuring equitable access to opportunities for all, regardless of background or identity.

We aim to enhance inclusion and accessibility by providing education, improving policies, changing attitudes, and creating more equitable opportunities.

The implementation of a *Disability Inclusion Plan* will help us actively address discrimination and foster a more inclusive environment.

**For the purpose of this document, the term people with disability is used to refer to all people protected by the Disability Discrimination Act 1992 (Cth). Powerlink acknowledges that not all people protected by the act will identify as having a disability, such as d/Deaf and neurodivergent people (d/Deaf is written to reflect both perspectives that this group may identify as living with disability or culturally and linguistically diverse). Powerlink acknowledges and respects the deeply personal nature of language and identity.*

About the plan

Disability inclusion plans create an inclusive, supportive workplace that benefits both employees and the organisation. They promote equity, compliance, talent retention, performance improvement, corporate social responsibility, and employee engagement.

The Index

As proud members of the Australian Disability Network (AusDN), we participated in the Access and Inclusion Index (the Index) to identify strengths and areas for improvement. This robust, evidence-based framework guided us to engage with key stakeholders across our business. Through this process, we sought their valuable input while building awareness and shared accountability.

The Index identified several strengths and opportunities for improvement:

Strengths	<ul style="list-style-type: none"> • Multiple projects implemented to progress our commitment to access and inclusion. • Commitments to the employment of people with disability and accessible candidate experiences are clearly articulated in our DEI strategy. • Strong processes are in place for seeking feedback from employees with disability and collecting metrics of people with disability.
Opportunities	<ul style="list-style-type: none"> • Expand current Community of Practice into a Disability Employee Network. • Offer role specific training to support employees to deliver on our commitment to access and inclusion. • Develop and implement a standalone Workplace Adjustment Procedure. • Formalise and solidify existing initiatives into guidelines and processes. • Build awareness and capability through training and other opportunities. • Promote our commitments and guidelines to employees, and externally.

Employee voice

People with lived experience provide crucial insights for effective disability inclusion strategies.

We invited employees with lived experience, including carers and allies, to give feedback on Powerlink's Disability Inclusion Plan. Several employee focus groups were held with a view to:

- ensure the plan is comprehensive and inclusive by understanding the experiences of living with disability
- discover what is most pressing and relevant; focussing efforts on areas that will have the greatest impact
- identify potential obstacles and solutions to overcome them, refine and tailor strategies to better meet the needs of the organisation
- enable inclusive decision making and increase the commitment to implementing strategies.

Areas of focus

It's important that we begin by improving the foundations to create an inclusive and accessible workplace.

Our first *Disability Inclusion Plan* will see us enhance policies, practices and projects already underway, while enhancing our organisational commitment and accountability.

Our three areas of focus for July 2025 to June 2027 are:

Commitment and accountability	Candidate and employee experience	Workplace adjustments
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Measures of success

Measuring success in our *Disability Inclusion Plan* is essential to track progress, identify areas for improvement, and ensure accountability. This enables us to assess the plan's impact, allowing for adjustments that create a more inclusive and equitable environment.

Our measures of success are:

Representation	Engagement	Retention
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The following pages provide the detail of our *Disability Inclusion Plan*, including what we will do, and how we will do it.

If you would like to have a conversation about inclusion, accessibility, or how you can support this plan, please reach out to the [Organisational Development Team](#).

Email: organisationaldevelopment@powerlink.com.au

Phone: Powerlink’s head office (07) 3860 2111.

Powerlink's Disability Inclusion Plan

Areas of focus	What we will do	How we will do it
Commitment and accountability	<ul style="list-style-type: none"> Promote disability awareness and inclusion through educational programs, resources, and role-specific training/support. Empower leaders and employees to foster an accessible and inclusive environment, while driving organisational accountability across Powerlink. 	<ol style="list-style-type: none"> Reinforce our commitment to disability inclusion and accessibility through senior leadership influence and communications. Promote our disability employment metrics and commitment to inclusive recruitment. Explicitly encourage applications from candidates with disability and actively promote disability inclusion. Make a formal commitment to providing accessible digital technology for employees, ensuring that access requirements are considered when developing, purchasing, implementing, or upgrading software, applications, and digital tools. Regularly review data to identify areas for improvement related to access and inclusion.
Candidate and employee experience	<ul style="list-style-type: none"> Promote our commitment to disability inclusion internally and externally, while enhancing feedback mechanisms and involving employees in policy development. Ensure accessible communications, resources, and experiences, and improve the overall candidate and employee experience with a focus on inclusivity and accessibility. 	<ol style="list-style-type: none"> Use fit for purpose educational programs and resources (existing and creating bespoke) to build disability awareness, confidence, and inclusion across the organisation, offering role-specific education and support if needed. Regularly engage with key areas and stakeholders to identify opportunities to integrate accessibility and inclusion into business-as-usual activities. Collect input from employees, candidates, and other stakeholders on accessibility and inclusion, and use this feedback to inform initiatives, plans, and policies. Enhance and develop resources that contribute towards an inclusive and accessible employee and candidate experience, including supporting adjustments. Regularly include people with disabilities in marketing content to ensure diverse representation and promote inclusion. Enhance representation, employee voice and support by creating a Community of Practice focused on disability inclusion and accessibility. Promote the benefits of a neurodivergent workforce and foster support for neurodiversity by understanding the employee experience and providing tailored support for leaders to strengthen their inclusive leadership skills.

Areas of focus	What we will do	How we will do it
Workplace adjustments	<ul style="list-style-type: none"> Support an accessible environment for all employees and candidates through proactive and structured workplace adjustments. Formalise our commitments and provide clear guidance for requesting and implementing workplace adjustments. 	<ol style="list-style-type: none"> Develop and embed processes to proactively prompt and support employees and candidates requiring workplace adjustments. Build awareness and capability to provide accessible resources and documents across our organisation, that support workplace adjustments. Implement guidelines and standards for accessible digital platforms to support inclusivity across technologies.

Contact us

Registered office	33 Harold St Virginia Queensland 4014 ABN 82 078 849 233
Postal address	PO Box 1193 Virginia Queensland 4014
Telephone	+61 7 3860 2111 (during business hours)
Email	organisationaldevelopment@powerlink.com.au
Website	powerlink.com.au
Social	    