

MMS

McMillanShakespeareGroup

Accessibility and Inclusion Plan

How we will
support our team
and customers

Easy Read



Acknowledgement of Country



Aboriginal and Torres Strait Islander peoples are the First Peoples of Australia.

They have always looked after Country.



Country means the land, water, sky and everything within them.

We respect the important connection that Aboriginal and Torres Strait Islander peoples have with Country.

And we respect their Elders from the past and now.

How to use this plan



We are McMillan Shakespeare Group.

We wrote this plan.

We wrote some words in **bold**.



We explain what these words mean.

There is also a list of these words on page 15.



You can ask someone you trust for support to:

- read this plan
- find more information.



This is an Easy Read summary of another plan.

It only includes the most important ideas.



You can find the other plan on our website.
www.mmsg.com.au



What's in this plan?

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About our plan



We want our community and workplaces to be more **accessible**.

When a community and workplaces are accessible, it's easy to:

- find and use services
- move around.

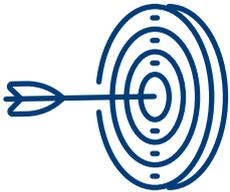


We also want our community and workplaces to be more **inclusive**.



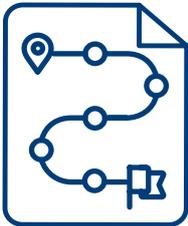
When a community and workplaces are inclusive, everyone:

- can take part
- feels like they belong.



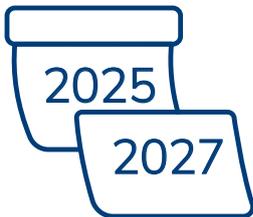
We created our Accessibility and Inclusion Plan to help us reach these goals.

We just call it our Plan.



We shared our first plan in 2022.

This is our new plan.



We will use it:

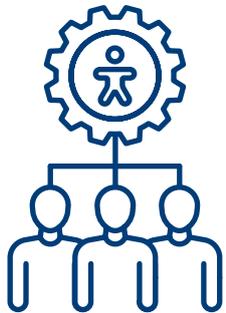
- from March 2026
- to March 2028.

What we have achieved so far



We achieved a lot in our first plan.

How we work



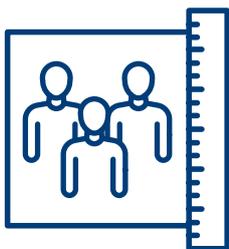
We started a new group called the Accessibility and Inclusion Plan Working Group.

The working group helps us focus on being more accessible and inclusive.



We asked one of our leaders to be part of this group.

We used a tool to help us find out how accessible and inclusive we are for people with disability.



The tool is called the Australian Disability Network's Access and Inclusion Index.



The tool helped us find out what we:

- are doing well
- could do better.



The Australian Disability Network is a group that helps workplaces include and support people with disability.

How we support our team



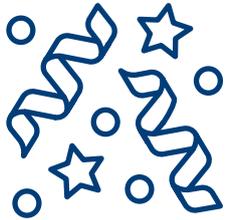
We supported our team to learn more about the experiences of people with disability.

This included taking part in a program with the Australian Disability Network.



We trained team members who hire people.

The training helps them better understand disability.



We celebrated International Day of People with Disability with our team.



We offered plans to support team members with different needs in an **emergency**.



We made a plan that explains how we will change workplaces to meet different needs.

How we support our customers



We made our website accessible.



We added a **Hearing Loop** to our largest office in Melbourne.

A Hearing Loop is a special wire in a room that helps people with hearing aids hear better.



We asked our customers for their **feedback**.

When you give feedback, you tell someone what they:

- are doing well
- can do better.



We made a guide to help us communicate with our customers in accessible and inclusive ways.

How we work with other organisations

The logo for Jigsaw, consisting of a dark red circle with the word "Jigsaw" written inside in white, bold, sans-serif font.

Jigsaw

We started working with Jigsaw Australia.

Jigsaw Australia supports people with disability to find work in the same places as people without disability.



They helped 8 people join us for training at work.



We became a member of
Diversity Council of Australia.

The Diversity Council of Australia is a
group that supports workplaces to be fair
and inclusive.

What we want to achieve with our new plan



There is still a lot more we want to achieve in our new plan.

We want our new plan to focus on ways to:



- support our team to understand and work well with people with disability
- use and improve our rules and plans
- make our team members with disability feel safe at work.

How we work



We want to keep supporting our working group.



We want more people to know about our working group.



We want to check our working group's goals every 2 years.

We want to keep using the Australian Disability Network's Access and Inclusion Index.

How we support our team



We want to keep offering plans to support team members with different needs in an emergency.

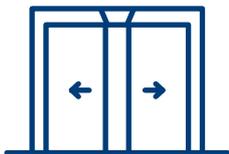


We want our workplaces to have:

- rooms where you can change how bright the lights are



- Hearing Loops



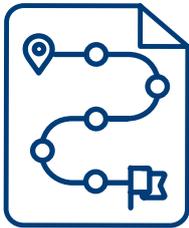
- doors to get into buildings that open by themselves



- more accessible bathrooms.



We will check how accessible our workplaces are every year.



We will share plans about how we can change workplaces to meet different needs.



We will offer a private way for our team to share their feedback and experiences.

We will share this feedback with our leaders to find out how we can improve.



We will support our leaders to help people with disability grow in their job.



This includes:

- new tools
- taking part in the Australian Disability Network's programs.



We will support more team members to learn about the experiences of people with disability.



We will offer more ways for our team to take part in learning.



We will share information and tools during the year to help our team be more accessible and inclusive.



We will make a place online to keep resources that will support our team to be more accessible and inclusive.

How we support our customers



We will show more people with disability in the information we share about our services.



This includes information we share with:

- our team
- the community.



We will keep using our guide to communicate with our customers in accessible and inclusive ways.



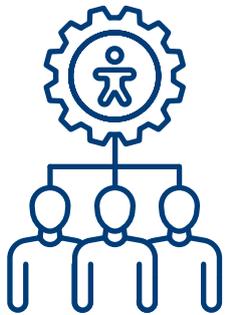
We will train our team on the best ways to support people with disability to use our services.



We will keep our website accessible.



We will ask our team and customers for feedback on how accessible our services are.



We will look at feedback from our customers.

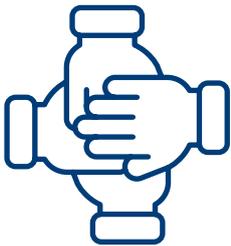


We will share what we learn with the working group in April and October each year.



We will work with our customers to change the cars and vans they use to make them accessible.

How we work with other organisations



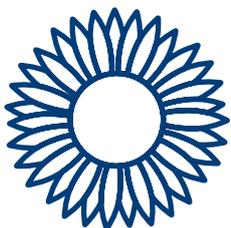
We will keep working with different organisations to make our services accessible and inclusive.



We will keep being a member of the Australian Disability Network.



We will do the work we agreed on with Jigsaw Australia.



We will become a member of Hidden Disabilities Sunflower program.

This program supports people with disabilities that you can't see to get support.

Word list

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



Accessible

When a community and workplaces are accessible, it's easy to:

- find and use services
- move around.



Emergency

An emergency is a dangerous situation that no one expects to happen.



Feedback

When you give feedback, you tell someone what they:

- are doing well
- can do better.



Hearing Loop

A Hearing Loop is a special wire in a room that helps people with hearing aids hear better.



Inclusive

When a community and workplaces are inclusive, everyone:

- can take part
- feels like they belong.





AUSTRALIA
22

AUSTRALIA
15

SANTOS
2.5
WHEELCHAIR RUGBY
WORLD CHALLENGE

SANTOS
3.5
WHEELCHAIR RUGBY
WORLD CHALLENGE



Contact Us



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