

DISABILITY SUPPLEMENT POLICY

Introduction

The purpose of the Disability Supplement is to provide additional information to assist with answering the disability question. If you indicated the presence of a disability, impairment or long-term condition, please select the area(s) in the following list: Disability in this context does not include short-term disabling health conditions such as a fractured leg, influenza, or corrected physical conditions such as impaired vision managed by wearing glasses or lenses.

– Hearing/deaf

Hearing impairment is used to refer to a person who has an acquired mild, moderate, severe or profound hearing loss after learning to speak, communicates orally and maximises residual hearing with the assistance of amplification. A person who is deaf has a severe or profound hearing loss from, at, or near birth and mainly relies on vision to communicate, whether through lip reading, gestures, cued speech, finger spelling, and/or sign language.

– Physical

A physical disability affects a person's mobility or dexterity and may involve a total or partial loss of a body part. A physical disability may have existed since birth or may be the result of an accident, illness, or injury suffered later in life; for example, amputation, arthritis, cerebral palsy, multiple sclerosis, muscular dystrophy, paraplegia, quadriplegia or post-polio syndrome.

– Intellectual

In general, the term 'intellectual disability' refers to low general intellectual functioning and difficulties in adaptive behaviour, both of which were manifested before the person reached the age of 18. It may result from infection before or after birth, trauma during birth, or illness.

– Learning

A general term that refers to a heterogeneous group of disorders manifested by significant difficulties in the acquisition and use of listening, speaking, reading, writing, reasoning, or

mathematical abilities. These disorders have psychological and physiological symptoms that cause a person to suffer or experience distress and which represent a departure from a person's usual pattern and level of functioning.

– **Acquired brain impairment**

Acquired brain impairment is an injury to the brain that results in deterioration in cognitive, physical, emotional or independent functioning. Acquired brain impairment can occur as a result of trauma, hypoxia, infection, tumour, accidents, violence, substance abuse, degenerative neurological diseases or stroke. These impairments may be either temporary or permanent and cause partial or total disability or psychosocial maladjustment.

– **Vision**

This covers a partial loss of sight, causing difficulties in seeing, up to and including blindness. This may be present from birth or acquired as a result of disease, illness or injury.

– **Medical condition**

A medical condition is a temporary or permanent condition that may be hereditary, genetically acquired, or of unknown origin. The condition may not be obvious or readily identifiable, yet may be mildly or severely debilitating and result in fluctuating levels of wellness and sickness, and/or periods of hospitalisation; for example, HIV/AIDS, cancer, chronic fatigue syndrome, Crohn's disease, cystic fibrosis, asthma or diabetes.

– **Other**

A disability, impairment or long-term condition that is not suitably described by one or several disability types in combination. Autism spectrum disorders are reported under this category.

Support

If you need more information, please contact marketing@innovative.edu.au.

VERSION HISTORY

Version Number	Date	Summary of changes
1.0	September 2021	New policy
2.0	December 2025	Revised and updated to include the changes according to the Standards for Registered Training Organisations (2025).