

MidCoast Council

Disability Inclusion Action Plan 2022-2026

Easy Read version



MIDCOAST
council

How to use this plan



MidCoast Council wrote this plan. When you see the word 'we', it means MidCoast Council.



We wrote this information in an easy to read way.

We use pictures to explain some ideas.

Bold

We wrote some important words in **bold**.

Not 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 28.



This Easy Read plan is a summary of another plan. This means it only includes the most important ideas.



You can find the other plan on our website.

www.midcoast.nsw.gov.au/DIAP



You can ask for help to read this plan.

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



We recognise the Aboriginal and Torres Strait Islander peoples as the traditional owners of our land – the MidCoast.

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



- lands



- waters.

What's in this plan?

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What we want for the MidCoast area



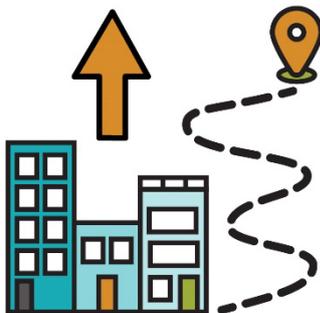
The MidCoast area is on the coast of NSW.



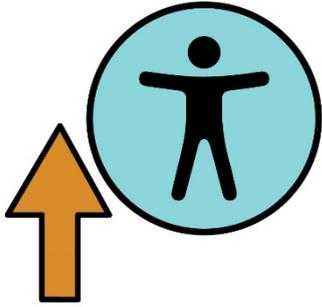
Over 95,000 people live on the MidCoast.



8.2% of those people live with disability.



This is more than in other areas in Australia that are far away from cities and towns.



We want to make the MidCoast area more **accessible**.



When the community is accessible, it is easy to:

- find and use things
- travel around.



We also want to make the MidCoast area more **inclusive**.



When the community is inclusive, everyone can:

- take part
- feel like they belong.

We want the MidCoast area to be a place where everyone can easily:



- live



- work



- play.

The laws that apply



We have a law in New South Wales called the *Disability Inclusion Act 2014* (the Act).



The Act explains the rules that everyone must follow.



The Act makes sure people with disability in New South Wales are treated fairly.



The Act says we must have a Disability Inclusion Action Plan.

We call it a Plan.

United Nations
Convention
on the Rights
of Persons
with
Disability



We also follow the *United Nations Convention on the Rights of Persons with Disabilities* (UN Convention).

The UN Convention is an agreement between different countries.



It sets out the **rights** of people with disability around the world.

Rights are rules about how everyone should be treated fairly and equally.

How did we make our Plan?



We asked the community how we can be more accessible and inclusive.

This included:



- people with disability



- their families and carers



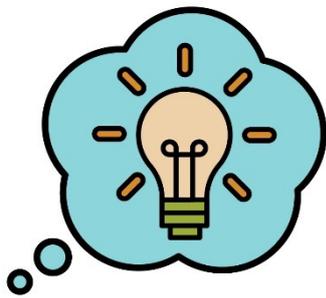
- disability organisations.



We asked the community to fill out a survey.



And we ran **focus groups** with the community.

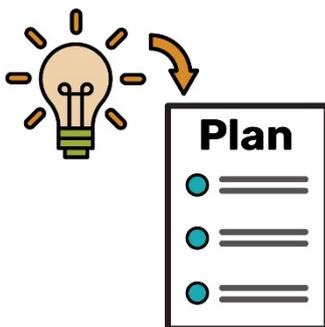


A focus group is a group of people who meet to talk about their:

- ideas
- opinions.

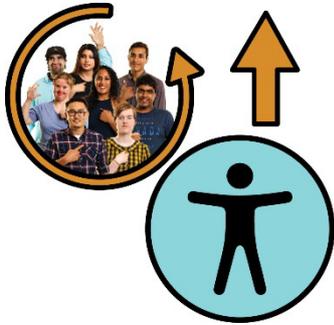


We also talked to people on the phone.



After we heard from the community, we used their ideas to make our new Plan.

Our Disability Inclusion Action Plan



Our Plan explains how we will make the MidCoast more accessible and inclusive.



Themes are important ideas that come up in different areas of our work and lives.



Our Plan has 4 main themes.



1. Good attitudes and behaviour



2. Communities that are good to live in



3. Helping people with disability get good jobs



4. Our services and way of doing things

Each theme talks about:



- our goals for that theme



- what we will do.

1. Good attitudes and behaviour

What is our goal?



Our **attitudes** are what we think, feel and believe.



We want the community to have good attitudes and behaviour towards people with disability.



This can help people with disability feel accepted and included.

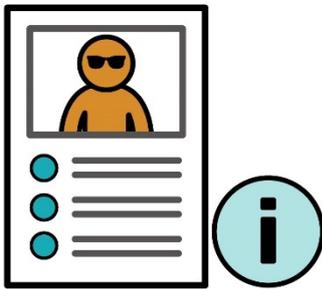


We also want people with disability to feel like they are an important part of our community.

What will we do?



We will share information with the community about the needs of people with disability.



And we will include pictures of people with disability in the information we share.



We will celebrate International Day of People with Disability every year.



And we will help people who plan local events understand how to be:

- accessible
- inclusive.



We will encourage groups to offer sports activities to people with disability.



We will train our staff to understand the needs of people with disability.



And we will share information with local businesses about being accessible.

2. Communities that are good to live in

What is our goal?

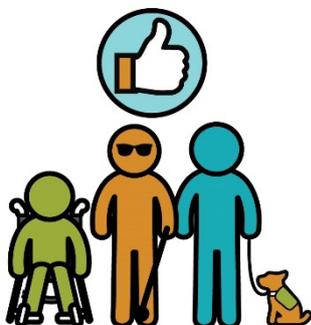


We want our community to be a place where people with disability feel safe and welcome.

This includes making sure our community:



- is accessible



- meets the needs of people with disability.

What will we do?

We will encourage shopping centres to provide:



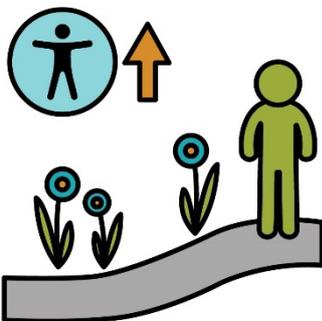
- wheelchairs



- accessible parking that's under cover



- quiet shopping times.



We will work out what footpaths and car parks can be more accessible.



And we will make sure our spaces and services are accessible.

This includes:



- toilets



- jetties



- seating in parks.



We will also include more information on our tourism website about accessible places to stay.

3. Helping people with disability get good jobs

What is our goal?



We want to make it easier for people with disability to find and keep good jobs.



And we want people with disability to feel safe and included when they work at our Council.



We can do this by being inclusive when we hire people.

What will we do?



We will work with an organisation to check how inclusive we are when we hire new people.

They are called Australian Network on Disability.



And we will work out how to include people with disability when we decide who to hire.



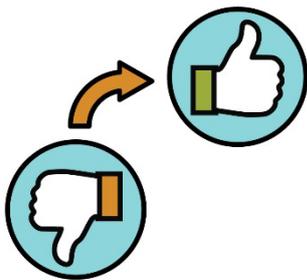
We will also work with local businesses to help them understand why it is good to hire people with disability.

4. Our services and way of doing things

What is our goal?



We want it to be easier for people with disability to find and use our services.



For this to happen, we need better ways of doing things.

What will we do?



We will train our staff to understand the needs of people with disability.

We will also make sure we work with more people with disability when we:



- connect with people in our community



- include the community in our work.



This will help people with disability to share their ideas with us.

Making sure our Plan works well

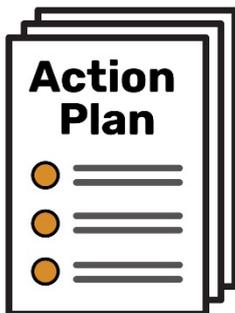


Our Plan will last for 4 years.



We will keep track of how well our Plan is going.

And we will write a report each year.



We will also write an action plan each year.

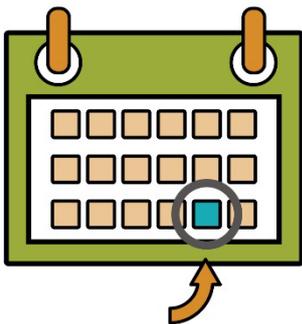
The action plan will explain:



- the goals we are working towards



- who is in charge of these goals



- when we need to reach our goals.



In 2024 we will ask the community to fill out another survey.



We will compare the answers to the survey we did in 2021.

This will help us work out what has changed.



Word list

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



Accessible

When the community is accessible, it is easy to:

- find and use things
- travel around.



Attitudes

Our attitudes are what we think, feel and believe.

Focus group

A focus group is a group of people who meet to talk about their:



- ideas
- opinions.



Inclusive

When the community is inclusive, everyone can:

- take part
- feel like they belong.



Rights

Rights are rules about how everyone should be treated fairly and equally.



Themes

Themes are important ideas that come up in different areas of our work and lives.

Contact us



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You can send us an email.

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You can visit our website.

www.midcoast.nsw.gov.au



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