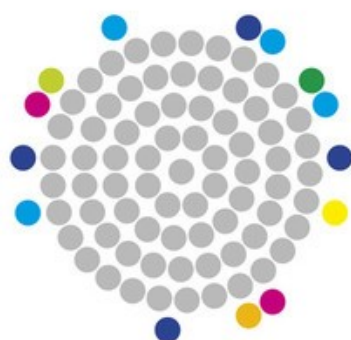


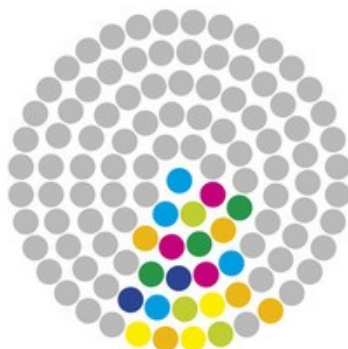
Inclusion Action Plan for people with disability

2017 – 2021

Easy Read version



EXCLUSION



INTEGRATION



INCLUSION

How to use this document



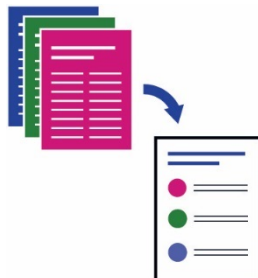
This information is written in an easy to read way. We use pictures to explain some ideas.



This document has been written by Inner West Council. When you see the word 'we', it means Inner West Council.



Some words are written in **bold**. We explain what these words mean. There is a list of these words on page 26.



This Easy Read document is a summary of another document.



You can find the other document on our website at www.innerwest.nsw.gov.au/community/accessibility/inclusion-action-plan



You can ask for help to read this document. A friend, family member or support person may be able to help you.

What's in this document?

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About this plan



We want the Inner West to be **inclusive** – a place where everybody can take part in their community.



Inclusive communities are important because they benefit everyone.



This is our Inclusion Action Plan (for People with a Disability). We call it the Plan.



Our Plan is for everybody in the Inner West community.

It explains what we will do to make sure we:



- respect the rights of people with a disability



- give people with a disability better opportunities to take part in community life.



This Plan will last for the next 4 years.

What is inclusion?



Inclusion happens when everyone can take part equally.



In an inclusive community, people can do the things they want to do, no matter their:

- age
- disability
- gender
- religion
- sexual preference
- culture.

Inclusion means:



- being heard and valued



- taking part in a way that has meaning



- feeling
 - connected with others
 - like you belong



- being able to find and use supports



- having choice and control in your own life.

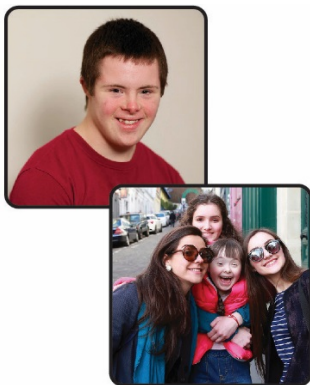


We need to change our community so everyone is included.

What we understand about disability and inclusion



We will use the Social model of disability (the Social model) to guide how we work.



This is important because the model was made by people with a disability to help everyone understand:

- what disability means
- how to include people.



It helps stop discrimination and let people live how they want to.



The Social model says that disability is not about a person being different.

It's about the barriers that stop a person from being included.

It also says it's about how well society makes changes to remove barriers and how it:



- treats a person



- meets a person's needs



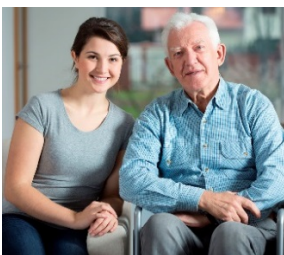
- respects a person's rights



- allows a person to take part.



Disability is a normal part of life for people in our community.



Disability will affect everyone in some way at some point in their life.

Barriers to inclusion



There are things that can stop our community from being inclusive.

We call them **barriers**.

Barriers can:



- make people think or act in ways that are unfair



- be in the way things have been made or built



- limit how much money people can earn and the life they lead



- be the ways of doing things that don't work well for everybody.

Disability in our community

People with a disability don't get to fully take part in some areas of daily life, especially:



- **education** – school, learning and training



- **employment** – work and jobs.

41%



In 2015, only 41% of people with a disability aged between 15 and 64 had finished high school.

54%



Only 54% of people with a disability have jobs.



27%

Only 27% of those people work full-time.



9%

Nearly 9% of people with a disability aged 15 or older said they have been treated unfairly because of their disability.

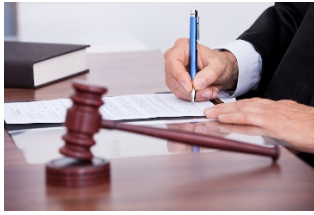


People with a disability from different cultural backgrounds don't use services as much as other people with a disability.



Aboriginal and Torres Strait Islander people of all ages are more likely to be living with a disability.

Which laws and agreements apply?



There are different laws and agreements that help make sure people with disability:

- have access
- are included.



The *United Nations Convention on the Rights of Persons with Disabilities* (UN Convention) is an international agreement.

It applies all around the world.



The UN Convention sets out the rights of people with disability.

It explains how people with disability should be treated fairly.



The Commonwealth Government has agreed to follow the UN Convention.



The Commonwealth Government used the UN Conventions to develop the Commonwealth *National Disability Strategy 2010-2020* (NDS).



The NDS is a 10-year plan to make life better for:

- people with disability
- families
- carers.



It applies all around Australia.



The Commonwealth Government also follows the rules in the *Disability Discrimination Act 1992*.



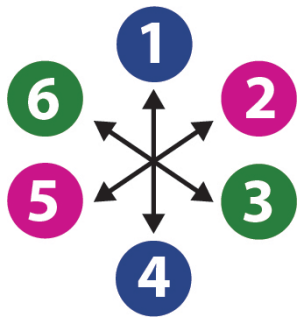
The *Disability Discrimination Act 1992* says it is against the law in Australia to treat people with disability unfairly.



There are also some laws just for the state of New South Wales.

One is the Disability Inclusion Act (DIA) 2014.

What do we want to achieve?



Our Plan has 6 action areas.

1. Educational, recreation and social inclusion



We want everyone in the Inner West to:

- have access to:
 - education – learning and training
 - **recreation** – things you do for fun
- be included in social activities.

What we plan to do



Make our programs and services more inclusive.



This includes:

- educational programs and services
- recreational programs and services
- social services.



Work with service providers on ways to make things more:

- accessible
- inclusive.

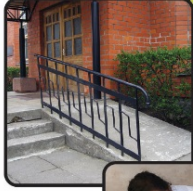


Offer activities that help people understand:

- the rights of people with a disability
- how and why community life should be inclusive.



Develop accessible and inclusive programs for people with a disability at our pools, parks and centres.



Make sure people with a disability can get information about the accessibility of our:

- parks
- community
 - buildings
 - services
 - programs.

2. Cultural inclusion



We want our creative and cultural activities to include everyone.

What we plan to do



Give people with a disability more opportunities to take part in cultural events and activities.

Make more information available about accessibility at:



- events
- services
- facilities
- programs.

Offer inclusive activities at our:



- libraries
- cultural facilities.



Give people with a disability more opportunities to be part of local art activities.

3. Economic inclusion



We want the local economy to be inclusive.



The local economy is the total amount of goods, services and money we make and use.

What we plan to do



Work with local businesses and disability agencies to give people with a disability a better chance of finding a job.



Give people with a disability more information about accessibility at local:

- businesses – shops
- entertainment venues – like the mall and the movies
- activities – like our festivals and our sports programs.



Help local businesses understand how to be more:

- accessible
- inclusive.

4. Inclusive planning



We think about everyone when we make plans for:

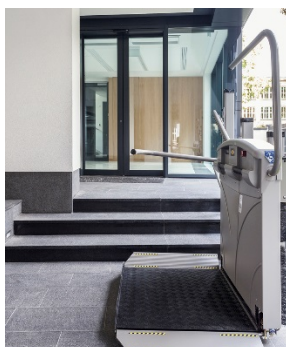
- the community
- places and spaces people will use.



What we plan to do



Think about access and inclusion when we develop plans for things we want to build in our community.



Include design ideas that best meet the needs of people with a disability to make new buildings in our community:

- accessible
- inclusive.



Encourage people who build housing in our community to include design ideas that best meet the needs of people with a disability.



Encourage the community to make sure buses, train stations, ferries and mobility parking is accessible.



Make sure the needs of people with a disability are included in the plans people make for dealing with emergencies.

5. Civic inclusion, engagement and information



We want everyone to have an equal chance to take part in the things we do.

What we plan to do



Give people with a disability information about the ways we are inclusive.



Make sure people with a disability are included when we talk to the community about our plans and activities.



Help people with a disability take part in Council meetings by giving them:

- encouragement
- support.

6. Access and inclusion are part of the way we do things



People with a disability are included.

What we plan to do



Make sure the actions of this Plan are in all of the work we do.



Make sure everything we do is:

- accessible
- inclusive.

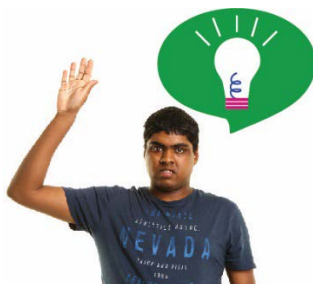


Make sure those things are done the same way in all areas of our work.

Make sure our staff:



- know what life is like for people with a disability



- include ideas about access and inclusion in the work they do.



Make sure the way we find new staff is inclusive.

Making sure our plan is working



We are putting together a Coordination Working Group (CWG) to look at how well things in this Plan are going.

The CWG's job will be to:



- manage all the things we plan to do



- check how well things are going



- find any barriers that might get in the way



- work out what else we might need to do



- work out other ways we could do things.



We will also talk to people with a disability about how well things are going.



Every 2 years we will publish a survey.



The community can fill out the survey to tell us how well things are going.



Once we have decided the Plan is ready we will send it to the Disability Council of New South Wales.



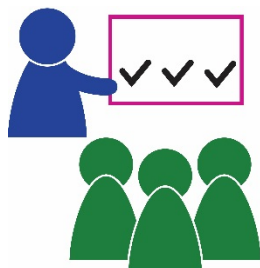
We will also publish the Plan on our website.

Word list



Barriers

Things that stop our community from being inclusive.



Education

Learning and training



Employment

Work and jobs



Inclusive

Everybody can take part.



Recreation

Things you do for fun.



Venues

Places we hold activities and programs.

Contact us



You can phone our customer service centres on:

- Ashfield **9716 1800**
- Leichhardt **9367 9222**
- Petersham **9335 2222**

If you need to speak to access and inclusion staff, ask to be connected.



[**council@innerwest.nsw.gov.au**](mailto:council@innerwest.nsw.gov.au)



[**www.innerwest.nsw.gov.au**](http://www.innerwest.nsw.gov.au)

You can visit our accessibility page here:

[**www.innerwest.nsw.gov.au/community/accessibility**](http://www.innerwest.nsw.gov.au/community/accessibility)



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