

City of Newcastle

Disability Inclusion Action Plan 2022–2026

Easy Read version



City of
Newcastle

How to use this plan



City of Newcastle wrote this plan. When you see the word 'we', it means City of Newcastle.



We wrote this plan in an easy to read way.

We use pictures to explain some ideas.

Not bold
Bold

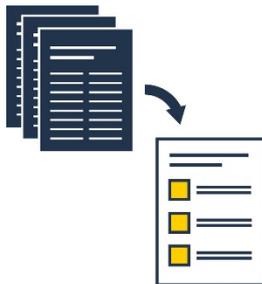
We have written some words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 40.



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 at
www.newcastle.nsw.gov.au



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



We recognise that we live and work on the land
of the:

- Awabakal peoples
- Worimi peoples.

What's in this plan?

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A message from our Lord Mayor

We know City of Newcastle is a great place to:



- live



- work



- play.



We have a new Disability Inclusion Action Plan.

We call it our Plan.



Our Plan is about making City of Newcastle **inclusive**.



When something is inclusive, everyone can take part.



Our Plan is also about how we can make City of Newcastle **accessible**.



When something is accessible, everyone can use it.

30,835



30,835 people with disability live in City of Newcastle.

I am happy with how we run our:



- programs



- activities



- services.



I am happy with how we communicate with the community.



We have learnt we must do more to make City of Newcastle:

- accessible
- inclusive.

I want to thank everyone who:



- told us what they think about our Plan



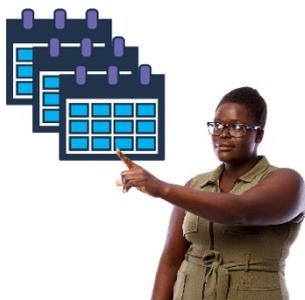
- helped us make our Plan.



Councillor Nuatali Nelmes

Lord Mayor

Our vision



Our **vision** is what we want City of Newcastle to be in the future.



We want to speak up for the **rights** of everyone in City of Newcastle.



Rights are rules about how everyone should be treated fairly.



We want to make our city and community more:

- accessible
- inclusive.



We want organisations to understand how people with disability can make things better.

These organisations can be:



- businesses



- the City of Newcastle government



- community groups.

We want to give people with disability more chances to:



- have a job
- go to work
- get paid.

We want services to respect:



- people with disability



- their families



- their carers



- their partners.

By 2030, we want City of Newcastle to be a place where we:



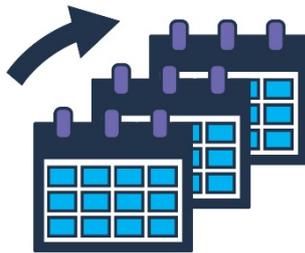
- include our community in everything that we do



- protect the natural world around us



- support people to live good lives



- make parts of City of Newcastle last a long time.

About City of Newcastle



We are part of a large region called the Hunter Region.

569,900



569,900 people live in the Hunter Region.



699,200



But by 2041, 699,200 people will live in the Hunter Region.

30,835



30,835 people with disability live in City of Newcastle.

12%



12% of people 15 years or older in City of Newcastle are carers.

3.5%



3.5% of people in City of Newcastle are **First Nations peoples**.



First Nations peoples are also known as Aboriginal and Torres Strait Islander peoples.

What did we do over the last 4 years?



Over the last 4 years we reached most of our goals to make City of Newcastle more:

- accessible
- inclusive.

We created the **Access and Inclusion Advisory Committee (AIAC)**.



AIAC is part of City of Newcastle government.

AIAC is a group of people who meet to talk about ideas.

The AIAC includes:



- people with disability



- carers and disability service providers.



We made a program about including people with disability in the community.



We have added accessible adult lifts and change rooms at:

- Nobbys Beach
- Newcastle Museum.



We included people with disability when we planned some of our:

- projects
- programs.



We have made our local centres more:

- accessible
- inclusive.



We have accessible activities at our special events.



We have trained people who run events to:

- plan accessible activities



- make their events more accessible.



We have trained our team to make accessible:

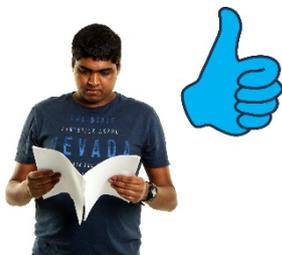
- information
- programs
- buildings.



We have started making our public spaces more accessible.



We have made an online map of accessible car parks.



We have shared more accessible documents.

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.

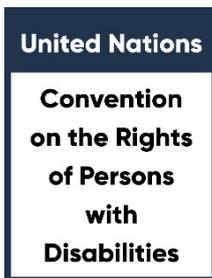
We call it our Plan.



We also follow **Australia's Disability Strategy 2021-2031**.



Australia's Disability Strategy is a plan to make life better for people with disability around Australia.



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



The UN Convention is an agreement:

- between different countries
- that sets out the rights of people with disability around the world.

What people told us



We asked people to share their ideas about how to be:

- accessible
- inclusive.

These people were:



- from our community



- people with disability.

They:



- answered our questions online



- took part in a community workshop



- took part in **engagement** activities.

When we change parts of City of Newcastle, we might:



- talk to the community



- find out more about the lives of people with disability in the community



- include the community in our work.



We call this engagement.



People told us we should talk to the community more about being accessible.



People told us we should communicate in a way that meets the needs of people with disability.

People told us how people with disability are treated unfairly when they want to:



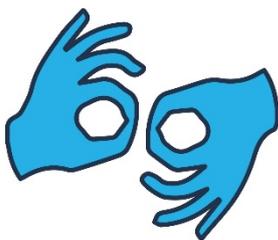
- find and use information



- find and keep a job.



People told us we need to talk to people with disability when we plan new public spaces.



People told us they want more accessible information, like Auslan.



People told us that when we plan for events, we should think about making them:

- accessible
- inclusive.



People told us the City of Newcastle council should support people with disability better.



This includes giving people with disability more chances to **volunteer**.



When you volunteer, you:

- work but you don't get paid
- do work that helps other people.



People told us we should make it easier for people to move around the City of Newcastle.



This includes making our:

- public transport services more accessible
- footpaths more accessible.



People told us we should show more people with disability in our documents.



People told us we need to think about people with disabilities in **emergencies**.



An emergency is something dangerous that:

- we don't expect to happen.
- can put your health at risk.

Our Disability Inclusion Action Plan



Our Plan has 4 **themes**.



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



1. Our **attitudes**

Our attitudes are what we:

- think
- feel
- believe.



2. Communities that are good to live in



3. Helping people get good jobs



4. Services and communication



We have a list of things we need to do to reach our goals for each theme.



We talk about each theme in more detail on the following pages.

1. Our attitudes



We want our community to have positive attitudes towards people with disability.

We will make a program to help our community understand:



- how to include people with disability



- the different experiences of people with disability.



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



We will give our team more chances to learn about people with disability.



We will make sure AIAC:

- have more meetings
- can talk to people with disability.



We will talk about how we are becoming more:

- accessible
- inclusive.

This includes talking to:



- our team



- the community.

2. Communities that are good to live in

We can make sure our communities are good to live in if:



- we include people with disability in our community



- our places and spaces are accessible.

This includes:



- public spaces and buildings



- events



- services



- public transport.



We will keep making parts of City of Newcastle more accessible.



We will make information about accessible car parks easier to find and use.



We will make moving around City of Newcastle more accessible.



We will work out how we can make our footpaths more accessible.



We will work out which buildings we can make more accessible.

We will plan to have more:



- adult change rooms



- hearing loops in our council buildings.



We will plan to make our swimming places more accessible.



This includes our:

- pools
- beaches.



We will keep planning to make parts of City of Newcastle more accessible.

This can be:



- seeing what can be better



- working with the community



- working with people with disability.



We will help people with disability find good homes that:

- are accessible
- don't cost too much.



We will help local businesses be more accessible.



We will work with community organisations to run fun activities that are inclusive.

These activities can be:



- sport



- events for people from different **cultures**.

Your culture is:



- your way of life
- how you think or act now because of how you grew up
- your beliefs
- what is important to you.

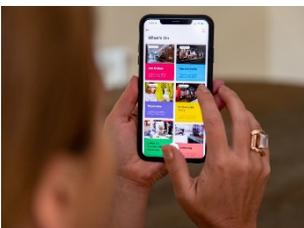


We will make sure new events, are:

- accessible
- inclusive.



We will keep getting support from the government to pay for inclusive projects that help our community.



We will use new technology to make City of Newcastle a good place for everyone to live.

3. Helping people get good jobs

When people with disability work, they can:



- earn their own money



- connect with other people



- take part in the community



- feel like they belong



- do more for themselves and on their own.



We will set goals for hiring more people with disability.



We will:

- get more information about our workers with disability
- use this information to support them.

We will make sure our workers with disability have information about:



- taking time off work to care for someone



- programs to help workers be healthy



- working in **flexible** ways.



When your work is flexible, it means you can do your job in different ways.



We will support people with disability who:

- have a job
- do work
- get paid.



We will give people with disability more chances to volunteer.

4. Services and communications

People with disability want to take part in the things that affect them, like:



- services



- information.



We will make sure we buy accessible technology.



We will make sure our website is accessible.



We will make our engagement activities more accessible.



When we plan to change our services, we will think about making them more accessible.

We will look at how we run our projects and see what:



- works well



- can be better.

Making sure our Plan works



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

We will make sure it:



- includes how we will reach our goals



- stays up to date



- meets the needs of people with disability.



We will write a report about our Plan each year.



Our Plan will last for 4 years.

Word list

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



Access and Inclusion Advisory Committee (AIAC)

AIAC is part of City of Newcastle council.

AIAC is a group of people who meet to talk about ideas.



Accessible

When something is accessible, everyone can use it.



Attitudes

Our attitudes are what you:

- think
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Culture

Your culture is:



- your way of life
- how you think or act now because of how you grew up
- your beliefs
- what is important to you.



Emergencies

An emergency is something dangerous that:

- we don't expect to happen
- can put your health at risk.



Engagement

When we change parts of City of Newcastle, we might:

- talk to the community
- find out more about the lives of people with disability in the community
- include the community in our work



First Nations peoples

First Nations peoples are also known as Aboriginal and Torres Strait Islander peoples.



Flexible

When your work is flexible, it means you can do your job in different ways.



Inclusive

When something is inclusive, everyone can take part.



Australia's Disability Strategy

Australia's Disability Strategy is a plan to make life better for people with disability around Australia.



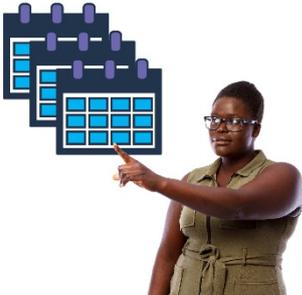
Rights

Rights are rules about how everyone should be treated fairly.



Themes

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



Vision

Our vision is what we want City of Newcastle to be in the future.



Volunteer

When you volunteer, you:

- work but you don't get paid
- do work that helps other people.

Contact us



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