

# Cumberland Council

## Draft Disability Inclusion Action Plan

2017–2021

### How to use this document

This information is written in an easy to read way.

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

This Easy Read document is a summary of another document.

You can find the other document on our website at

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

You can ask for help to read this document.

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

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## About this plan

We want Cumberland to be a community where people can:

- take part
- live independently.

We want to make Cumberland:

- accessible for people with disability – they can use all the resources we have in Cumberland
- inclusive of people with disability – they can take part in all the activities available in Cumberland.

We want to reduce the problems people have when they:

- use services
- try to connect with the community.

The *Disability Inclusion Action Plan* explains the steps we think we could take to make Cumberland a better place.

This Plan is an outline of what we will do over the next 4 years.

It explains the things we want to achieve for people with disability.

It will also help other members of our community, such as people who:

- can't move around easily
- are sick or have an injury
- are older
- have children who need prams or strollers.

The Plan also explains how we will work towards our *Cumberland Community Strategic Plan*.

Our Strategic Plan says that making services and facilities accessible is an important goal for our community.

## About Cumberland

There are 219,312 people living in Cumberland.

Cumberland will keep growing.

We expect there will be 296,848 people by 2036.

We know that our community is diverse – it has many different cultural groups.

Nearly half the people who live in Cumberland were born in other countries.

61% of people who live in Cumberland speak a language other than English.

In the past 25 years more than 20,000 refugees have made Cumberland their home.

We know that an important part of being accessible and inclusive is accepting:

- diversity
- differences in ability.

## **People with disability**

People with disability are diverse.

They might be born with a disability.

Or they might develop a disability through:

- an accident
- an illness
- getting older.

People are more likely to get a disability as they get older, especially when it comes to how well they can get around.

In Cumberland 10,153 people say they need help in their daily lives because of disability.

That is 5.3% of the population.

They might need help to:

- communicate
- get around
- care for themselves.

More than 12,319 people get a Disability Support Pension.

## The laws and agreements that apply

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

- have access
- are included.

An agreement is a legal arrangement between different groups.

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

It applies all around the world.

The UN Conventions set 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.

### **In New South Wales**

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

The *Disability Inclusion Act 2014* tells us we have to:

- make our services accessible and inclusive

- write a *Disability Action Plan*.

## What the community told us

We talked to lots of people while we were developing the Plan:

- people who live in our community
- stakeholders – people the Plan might affect
- our staff.

They gave us information by:

- filling out surveys
- answering surveys on the phone
- being part of forums and focus groups.

They told us we need to:

- make our footpaths, kerb ramps and pavers better
- make our road crossings more accessible
- advocate for public transport to meet higher standards of accessibility
- provide more accessible parking spaces, including undercover spaces
- provide more accessible public toilets, especially in parks and other places people use to relax and have fun
- provide free, or cheap, accessible buses people can use to get to events and programs we run
- make council events more accessible and let people with disability know about them
- check what facilities we have in Cumberland that are already accessible and let people know about them
- provide more accessible playgrounds that have items to stimulate the children's senses

- use the same accessibility ideas in all our buildings and facilities.

## **Our approach**

The Plan is for the next 4 years.

The Plan will focus on 4 areas:

1. Developing positive ways of thinking and acting in our community.
2. Creating communities that are good for people to live in.
3. Helping people find good jobs and work they like doing.
4. Having good ways of doing things that will help people use our services.



## **Developing positive ways of thinking and acting in our community**

We want our staff to treat people with disability in a way that is:

- positive
- inclusive.

We encourage our staff to:

- show respect for people with disability
- welcome diversity.

We plan to:

- help our staff understand what life is like for people with disability so they can offer better service
- work with the community and organisations to remove barriers to access and inclusion
- talk to the community about how we are making things accessible and inclusive
- make sure the community knows what people with disability need from them.

## **Communities that are good places for people to live**

We want places in our community, our neighbourhoods and our facilities to:

- promote health, happiness and wellbeing
- help the community to make social connections.

This includes things like:

- the way houses are designed
- ways of finding and using transport
- activities for the community to enjoy
- including people in social activities.

We plan to:

- make public spaces and facilities more accessible
- find out where people are having trouble getting access to transport and do what we can to make things better
- offer accessible transport that will help more people take part in our programs, services and events
- offer programs which aim to include everybody and connect the community
- offer programs for people with disability that meet their needs.

## **Work and jobs**

We want to make work at the Council fair and equal for everybody.

We want everybody to have a fair chance.

We want everyone that works with us to be happy. Then they will work with us for a long time.

We plan to:

- make Cumberland Council a place where people with disability can find good jobs
- give people of all abilities a chance to do work placements or be volunteers
- do what we can to support people with disability who work with us
- support people who work with us who are also carers for people with disability.

## **The way we do things**

We want to make sure we give people in the community the help and information they need from us.

We want people from the community to help us:

- make decisions
- provide services.

We plan to:

- make sure all the information we share is available:
  - to everybody
  - in a range of formats
- make sure all the information we share online is accessible
- tell people about the accessible places and spaces there are in Cumberland

- keep looking for ways we can improve
- set up a Disability Inclusion Access Panel so people with disability can take part in our planning
- have guidelines and teach our staff about how to make information accessible
- make accessibility and inclusion a part of how we do things
- have guidelines for how to make council events accessible and inclusive
- support our staff with disability to attend training and grow in their jobs.

## **Checking and assessing**

Every year we write our Annual Report.

When we write the report we will talk about things that are in the Plan.

We will talk about the progress we have made.

We will talk about what we have achieved.

We will also tell the NSW Disability Council about our achievements.

When the Plan ends in 4 years, we will:

- look at how well things went
- develop a new Plan.

## Contact us

For more information:

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