

Bayside Council

Disability Inclusion Action Plan 2022–2026

Easy Read version

How to use this plan

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

We wrote this plan in an easy to read way.

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 15.

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

haveyoursay.bayside.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.

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What we want for Bayside Council

We want Bayside to be more **accessible**.

When something is accessible, everyone can use it.

We want Bayside to be more **inclusive**.

When something is inclusive, everyone can take part.

We want Bayside to be a place where everyone:

- can find and use public places
- gets the information they need
- feels safe and supported.

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 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 countries.

The UN Convention explains how people with disability should be treated fairly.

What people told us

We asked people to share their ideas about how we can be more:

- accessible
- inclusive.

We talked to:

- people from our community
- people with disability
- carers of people with disability.

People told us we should make accessible:

- public toilets
- information.

People told us we should train our team to give services that are:

- accessible
- inclusive.

People told us we should make the way we hire people more inclusive.

People told us we should tell our community how we are making

Bayside more:

- accessible
- inclusive.

People told us we should make an **Inclusion Reference Group**.

The Inclusion Reference Group is a group of people who:

- support people with disability
- help us make inclusive decisions.

People told us we should make our events more inclusive.

People told us we need to speak up about making our community more inclusive.

We have included their ideas in our Plan.

Our Disability Inclusion Action Plan

Our Plan talks about what we will do over the next 4 years to make Bayside more:

- accessible
- inclusive.

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

Our Plan has 4 themes.

1. Our **attitudes**

Your attitude is what you:

- think
- feel
- believe

2. Accessible communities

3. Helping people get good jobs

4. Services and communication

We have a list of what we must 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 attitudes towards people with disability to be positive.

A **policy** is a plan for how we should do things.

Policies are where rules come from.

We will make a policy that supports young people with disability who are interested in street art.

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

We will work with disability organisations to support more people with disability to go to our events.

We will make an Inclusion Reference Group.

This will help people with disability talk about our Plan.

We will talk to local businesses about why being inclusive is a good thing.

We will use more photos of people with disability:

- in our documents
- on our website
- in our social media posts.

2. Accessible communities

We can include people with disability if we have accessible:

- public places and spaces
- events
- information
- services.

We will train our staff to be more inclusive.

We will also give our staff information about being inclusive.

We will make an inclusive sports program for people with disability.

We will make our pools more accessible.

We will share a list of all of our public toilets on the National Public Toilet Map website.

We will make sure there are accessible houses for people with disability.

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 hire people in an inclusive way

We will support people with disability to do their job.

We will talk about new jobs in an inclusive way.

We will also tell disability services about new jobs.

We will support local businesses to hire people in an inclusive way.

4. Services and communication

We can include people with disability in our work if we have inclusive:

- technology
- ways of working.

We will make our libraries more accessible.

We will tell the community when we reach goals in our Plan.

We will help people with disability find and use our information.

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 it each year.

Our Plan will last for 4 years.

Word list

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

Accessible

When something is accessible, everyone can use it.

Attitudes

Your attitude is what you:

- think
- feel
- believe.

Inclusion Reference Group

The Inclusion Reference Group is a group of people who:

- support people with disability
- help us make inclusive decisions.

Inclusive

When something is inclusive, everyone can take part.

Policy

A policy is a plan for how we should do things.

Policies are where rules come from.

Themes

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

Contact us

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The Information Access Group created this Easy Read document. For any enquiries about the document, please visit **www.informationaccessgroup.com**.

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