# Cardinia Shire Council

## Disability Action Plan 2021–26

### Easy Read version



## How to use this plan

|  |  |
| --- | --- |
| A woman standing in front of a group of people. She is holding up a sign that says 'We'. | Cardinia Shire Council wrote this plan.When you see the word ‘we’, it means theCardinia Shire Council. |
| Easy Read icon.  | 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. |
| Word list.  | We explain what these words mean. There is a list of these words on page XX. |
| Summary icon.  | This Easy Read plan is a summary of another plan. This means it only includes the most important ideas. |
| Website address icon.  | You can find the other plan on our website at [**www…**](http://www.cardinia.vic.gov.au/councilplan). |
| A woman is helping a man read a document. | You can ask for help to read this plan. A friend, family member or support person may be able to help you.  |
| A map of Australia with an Aboriginal dot pattern and hand prints. There are dots for the Torres Strait Islands.  | We recognise that we live and work on the land of the:* Bunurong people
* Boonwurrung people
* Wurundjeri people.
 |

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## Our vision for Cardinia Shire

|  |  |
| --- | --- |
|  | Our **vision** is what we want Cardinia Shire tobe in the future.  |
|  | We want to make Cardinia Shire more **accessible**. |
|  | When something is accessible, everyone can use it. |
|  | We want to make Cardinia Shire more **inclusive**. |
|  | When something is inclusive, everyone can take part. |
|  | We want Cardinia Shire to be a place where everyone: |
|  | * is treated with respect
 |
|  | * can work and learn safely
 |
|  | * feels supported
 |
|  | * has an equal chance to take part.
 |

## About Cardinia Shire

|  |  |
| --- | --- |
|  | 112,000 people live in Cardinia Shire. |
|  | 3,959 people in Cardinia Shire are people with disability. |
|  | By 2031, we will have more than 8,000 people with disability living in Cardinia Shire. |
|  | By 2031, we will have about 5,000 older people with disability living in Cardinia Shire.  |
|  | More than 8,100 people in Cardinia Shire care for: |
|  | * a person with disability
 |
|  | * a person with an illness that lasts for a long time
 |
|  | * an older person
 |
|  | Cardinia Shire is part of the **National Disability Insurance Scheme (NDIS)**. |
|  | The NDIS provides support to people with disability all around Australia. |
|  | 37% of people with disability in Cardinia Shire get supports and services from the NDIS. |

## What do we know about people with disability?

|  |  |
| --- | --- |
|  | We know that people with disability face challenges when they:* look for work
* find a job.
 |
|  | We know that people with disability who get a chance to learn can: |
|  | * learn skills for day-to-day life
 |
|  | * find and keep a job
 |
|  | * do things on their own.
 |
|  | We know people with disability are not as safe as other people. |
|  | We know that people with disability are treated unfairly because of their disability. |
|  | We know it’s important for people with disability to live in a community: |
|  | * that includes everyone
 |
|  | * where they can connect with other people.
 |

## The laws that apply

|  |  |
| --- | --- |
|  | We have a law in Victoria called the Victorian Disability Act 2006 (the Act) |
|  | The Act explains the rules everyone must follow. |
|  | The Act makes sure people with disability in Victoria are treated fairly. |
|  | The Act says we must have a Disability Action Plan.We call it our Plan. |
|  | We also follow the **National Disability Strategy**. |
|  | The National 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 a document that sets out the **rights** of people with disability around the world. |
|  | Rights are rules about how everybody should be treated fairly. |

## What people told us

|  |  |
| --- | --- |
|  | We asked people to share their ideas about how Cardinia Shire can be more:* accessible
* inclusive.
 |
|  | These people were from: |
|  | * the Cardinia Shire community
 |
|  | * our team.
 |
|  | They told us by: |
|  | * coming to meetings
 |
|  | * visiting our website
 |
|  | * answering our questions.
 |
|  | People shared their ideas about: |
|  | * accessible spaces and places
 |
|  | * having a strong community.
 |
|  | * working and learning in Cardinia Shire.
 |
|  | We have included their ideas in our Plan. |

## Our Disability Action Plan

|  |  |
| --- | --- |
|  | Our Plan talks about how we will make Cardinia Shire more: |
|  | * accessible
 |
|  | * inclusive.
 |
|  | Our plan has 4 **themes**. |
|  | Themes are important ideas that come up in different areas of our work and lives. |
|  | 1. Accessible spaces and places
 |
|  | 1. Including everyone in our community
 |
|  | 1. Living, working and learning locally
 |
|  | 1. Stopping **discrimination**.
 |
|  | Discrimination is when you treat someonebadly because of something about them theycan’t change. |
|  | We have a list of what we need to do to reach our goals for each theme. |
|  | We talk about each theme in more detail on the following pages. |

## 1. Accessible spaces and places

|  |  |
| --- | --- |
|  | We can include people with disability if our places and spaces are accessible. |
|  | This includes our: |
|  | * public spaces
 |
|  | * services
 |
|  | * businesses.
 |
|  | We will make sure people with disability can find and use local services. |
|  | We will make all our buildings more accessible. This includes: |
|  | * new buildings we make
 |
|  | * buildings we already have.
 |
|  | We will make our outdoor spaces more accessible.This includes our: |
|  | * parks
 |
|  | * footpaths.
 |
|  | We will make local businesses more accessible. |

## 2. Including everyone in our community

|  |  |
| --- | --- |
|  | When our community is inclusive, people with disability can: |
|  | * feel supported
 |
|  | * connect with other people
 |
|  | * take part in fun activities, like sport.
 |
|  | We will make sure our community knows more about people with disability.  |
|  | We will make sure our local businesses know more about people with disability.  |
|  | We will make information accessible for everyone. |
|  | We will give people with disability more chances to take part in: |
|  | * sport
 |
|  | * community events
 |
|  | * community groups.
 |

## 3. Living, working and learning locally

|  |  |
| --- | --- |
|  | 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 give people with disability more chances to: |
|  | * learn
 |
|  | * find work and keep a job.
 |
|  | We will celebrate when people with disability reach their goals. |
|  | We will become leaders of hiring more people with disability.  |
|  | We will speak up about giving people with disability choices about:* where they live
* who they live with.
 |

## 4. Stopping **discrimination**

|  |  |
| --- | --- |
|  | When we stop discrimination, people with disability can feel: |
|  | * safe
 |
|  | * included
 |
|  | * respected.
 |
|  | We will help our community change what they:* think about people with disability
* believe about people with disability.
 |
|  | We will celebrate our **diverse** community. |
|  | When our community is diverse, it means lots of different people live there. |
|  | We will make sure people with disability feel: |
|  | * safe
 |
|  | * welcome.
 |

## Making sure our Plan works

|  |  |
| --- | --- |
|  | We will keep track of how well our Plan is going. |
|  | We will make sure it: |
|  | * includes how we 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 5 years. |

## Word list

|  |  |
| --- | --- |
|  | **Accessible**When something is accessible, everyone can use it. |
|  | **Discrimination**Discrimination is when you treat someonebadly because of something about them theycan’t change. |
|  | **Diverse**When our community is diverse, it means lots of different people live there. |
|  | **Inclusive**When something is inclusive, everyone can take part. |
|  | **National Disability Insurance Scheme (NDIS)**The NDIS provides support to people with disability all around Australia. |
|  | **National Disability Strategy**The National Disability Strategy is a plan to make life better for people with disability around Australia. |
|  | **Rights**Rights are rules about how everybody should be treated fairly. |
|  | **Themes**Themes are important ideas that come up in different areas of our work and lives. |
|  | **Vision**Our vision is what we want Cardinia Shire tobe in the future. |

## Contact us

|  |  |
| --- | --- |
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