



Disability Inclusion Plan

Fact sheet

The NSW Disability Inclusion Plan supports the NSW Government's commitment to remove systemic and attitudinal barriers so that people with disability have a better opportunity to live a meaningful life and enjoy the full benefits of membership in the community. Achieving an inclusive society is a long term vision that will require consistent efforts from government and the wider community.



In NSW there are over 1.3 million people living with disability. Disability is caused by a range of conditions including intellectual, physical, cognitive, sensory, neurological impairments or mental illness. What they have in common is the disadvantage and discrimination that many experience as a result.

As a community, we are stronger with a diverse range of viewpoints and perspectives, and as a whole we are enriched through activities that promote inclusion. Inclusion reduces disadvantage, isolation and discrimination.

It has far reaching positive impacts across all aspects of life, including health, welfare, education and employment. These impacts are felt beyond the individual, with families and the broader community all benefiting from an inclusive society.

Although the need for a more inclusive NSW is recognised, we still have a long way to go. It is time for government, community, businesses and people with disability to work together to make an inclusive NSW a reality.

Background

The start of the journey toward this NSW Disability Inclusion Plan was Australia's ratification of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) in 2008. This signified a commitment by all levels of government to eradicate obstacles faced by people with disability. This was followed in 2010 by the National Disability Strategy which set out a 10 year national plan for implementing the obligations under the UNCRPD.



These commitments have driven a reform agenda to shift attitudes across governments and communities, to move beyond charity and to take a rights based approach to people with disability accessing all aspects of society.

In NSW this has resulted in the *Disability Inclusion Act 2014*, and under it, the NSW Disability Inclusion Plan.

Objectives of the Disability Inclusion Plan

The NSW Disability Inclusion Plan provides direction to government and a framework for partnership with people with disability, key agencies and members of the community. It will work alongside the National Disability Insurance Scheme by increasing the accessibility of mainstream service and community facilities in NSW.

The plan sets out the government's objectives to:



Light Rhythm Plays, NSW Arts and Disability Partnership, 2014. Photo courtesy of Penrith City Council

1 Develop positive community attitudes and behaviours

The attitude of the general community towards people with disability has been described as the single greatest barrier to full inclusion. Negative attitudes can impact the lives of people with disability across education, employment and community participation. Attitudes towards disability can change over time. Through a combination of large public campaigns and local initiatives, people can learn more about disability and how their words and actions matter.

2 Create liveable communities

Liveable communities are places where people have the opportunity to live, learn, work and play as they wish. Physical accessibility is important, but liveable communities are also about the opportunity for social engagement, personal and business interactions, feeling safe and secure and being included in community activity.

3 Support access to meaningful employment

People with disability often face barriers seeking employment, through the recruitment process and within the workplace. Removing these barriers requires employers to be mindful of the information and access needs of people with disability and to gain an appreciation of the positive practices that can be adopted to provide accessible interviews, reasonable workplace adjustments and work experience opportunities.

4 Improve access to mainstream services through better systems and processes

The systems and processes required to access services in the community can be complex. This can be more so for people with disability. Simple tasks such as gaining a driver's licence can be difficult and costly for a person with disability. It is the responsibility of each NSW Government department, local council and community and business organisation to ensure everyone has equitable access to information and services.

How will people with disability be involved?

The plan recognises that the objectives are long term and will need to evolve in response to feedback and the changing environment. Under each objective, there are several immediate actions along with additional areas for further development. People with disability contributed to the development of the plan through consultation, which informed the areas for action. The ongoing participation of people with disability is crucial to identifying further focus areas and creating detailed actions.



How will the success of the plan be measured?

Ultimately, the success of the plan will be evident by the impact it has on people's lives. There will be a number of opportunities for people with disability to provide ongoing feedback about its impact.

In collaboration with the Disability Council NSW, the existing NSW Interdepartmental Committee and other key stakeholders, the NSW Government will develop a governance, reporting and evaluation framework to report on the progress of actions outlined in the NSW Disability Inclusion Plan.

An annual report about the progress of the plan will be provided to the Minister for Disability Services and made available to the public.

How can I find out more or get involved?

Phone 1800 782 306

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