



Photo courtesy of The Disability Trust

# Bega Valley Shire Council

## Disability Inclusion Action Plan 2021–2025

Easy Read version



## How to use this plan



Bega Valley Shire Council wrote this plan. When you see the word 'we', it means Bega Valley Shire Council.



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 34.



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 [begavalley.nsw.gov.au/DIAP](http://begavalley.nsw.gov.au/DIAP).

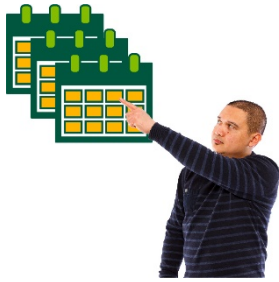


You can ask for help to read this plan. A friend, family member or support person may be able to help you.

## **What's in this plan?**

Our vision for Bega Valley Shire Council	5
The laws that apply	8
What people told us	12
Our Disability Inclusion Action Plan	16
1. Our attitudes	21
2. Accessible communities	23
3. Helping people get good jobs	27
4. Services and communication	31
Making sure our plan works	33
Word list	34
Contact us	38

## Our vision for Bega Valley Shire Council



Our **vision** is what we want Bega Valley Shire to be in the future.



We want to make Bega Valley Shire more **accessible**.



When something is accessible, everyone can use it.

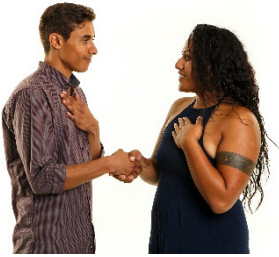


We want to make Bega Valley Shire more **inclusive**.



When something is inclusive, everyone can take part.

We want Bega Valley Shire to be a place  
where everyone:



- is treated with respect



- can work safely



- feels supported



- has the same opportunities.

## About Bega Valley Shire

**6%**



6% of people in Bega Valley Shire are people with disability.

**40%**



40% of older people in Bega Valley Shire need help with everyday activities.

If Bega Valley Shire is more accessible, it will make life better for:



- people with disability



- older people.

## What did we do over the last 4 years?



Over the last 4 years we reached some of our goals to make Bega Valley Shire more:

- accessible
- inclusive.

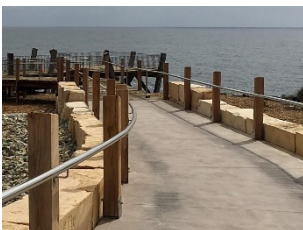


We worked on lots of projects that made moving around Bega Valley Shire more accessible.

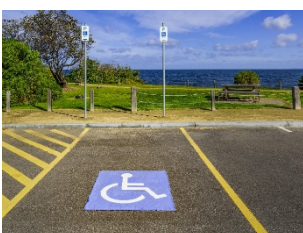
This includes accessible:



- playgrounds



- walking paths at Tathra Headland



- car parks at Bermagui.





We have included the **Access and Inclusion Advisory Committee (AIAC)** when we plan our projects.



AIAC is part of the Bega Valley Shire Council.

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



We have had more chances to make our projects more accessible.



We have made information at our libraries more accessible.



We have made supports and services for people with disability better.

## 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.

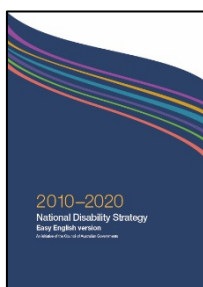


The Act makes sure people with disability in New South Wales are treated fairly.



The Act says we must have a Disability Inclusion Action Plan.

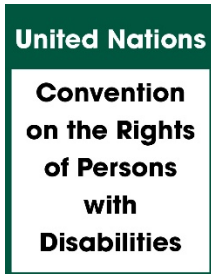
We call it a Plan.



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 we can be more:

- accessible
- inclusive.

These people were:



- from our Bega Valley Shire community.



- people with disability



- carers of people with disability



- from our team



- from our AIAC.



Lots of people supported our Plan.



People shared their ideas about:

- having a job
- doing work
- getting paid.



People shared their ideas about making our public spaces more accessible.



People shared their ideas about finding good homes that don't cost too much.



People shared their ideas about making public transport more accessible.



People shared their ideas about making an accessible **emergency plan**.



An emergency is a dangerous situation that we don't expect to happen.



People shared their ideas about using words and language that include everyone.

People told us we should think about all types of disability when we:



- plan our projects



- provide services.



People told us we should include people with disability and their carers when we plan our projects.



We have included their ideas in our Plan.

## Our Disability Inclusion Action Plan

Our Plan talks about how we will make Bega Valley Shire more:



- accessible



- inclusive.



Our Plan will help make life better for people with disability.



This includes people with **sensory disability**.



A sensory disability affects someone's sense, like their:

- sight
- hearing.





This includes people with **physical disability**.



A physical disability affects how well someone can:

- move
- use their body.



This includes people with **intellectual disability**.



An intellectual disability affects how someone can:

- learn new things
- solve problems
- communicate
- do things on their own.



This includes people with **psychosocial disability**.



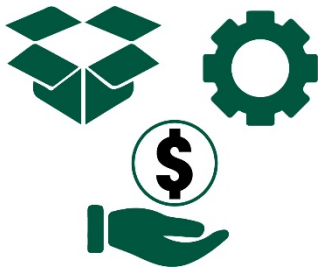
A psychosocial disability affects someone's mental health.



Our Plan will help people with disability take part in community.



Our Plan will help make our **economy** stronger.



Our economy is the total amount of goods, services and money that Bega Valley Shire makes and uses.

## The themes in our Plan



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

Our Plan has 4 main themes:



### 1. Our **attitudes**



Attitudes are what you:

- think
- feel
- believe.



### 2. Accessible communities



3. Helping people get good jobs



4. Services and communication.



We have written a list of how we can 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.



We want the rights of people with disability to be:

- valued
- respected
- protected.



We will train our staff to be more inclusive.



We will give people with disability accessible information about homes.



We will be inclusive when we write our documents.



We will use language that includes everyone.



We will work with people with disability.

We will share inclusive stories from our community with our:



- Bega Valley Shire community.



- team.

## 2. Accessible communities

We can make sure we include people with disability if our:



- places and spaces are accessible



- community is inclusive.

This includes:



- public spaces



- transport



- services



- information.



We will make more accessible homes for people who need support to have a place to live.



We will make our public spaces more:

- accessible
- inclusive.



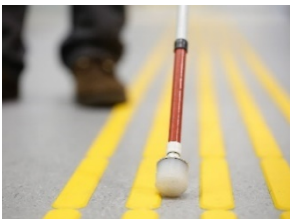
We will make our technology more:

- accessible
- inclusive.



We will make travelling around Bega Valley Shire more accessible.

This includes changing our:



- footpaths



- roads

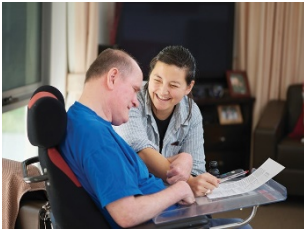


- car parks.





We will have more accessible transport for people with disability.



We will make services for people with disability better.



We will make sure children with disability get the supports and services they need.



We will talk to our AIAC about problems people with disability face in the community.



We will make sure people with disability are ready if there is an emergency.



We will help local businesses be more:

- accessible
- inclusive.



We will make our public toilets more accessible.



This includes having adult changing places in some public toilets.

### 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 from different backgrounds.

This includes:



- people with disability



- **First Nations** people



- people from the **LGBTIQ+** community



- people from **culturally and linguistically diverse** communities.



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



LGBTIQ stands for lesbian, gay, bisexual, transgender, intersex, queer and questioning.

The '+' is for people who are part of the LGBTQ+ community but don't talk about themselves using a word from this list.

People who are culturally and linguistically diverse:



- come from different **cultures** and backgrounds



- speak languages other than English.



Your culture is:

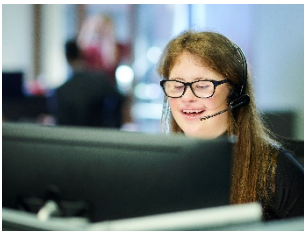
- your way of life
- how you think or act now because of how you grew up.



We will look at how we find good people to work with us and make sure it's inclusive.



We will work with other organisations to hire more people with disability to work with us.



We will work out how to make our offices more accessible.



We will create more chances for people with disability to work.

## 4. Services and communication



People with disability want to take part in making decisions that affect them.



We will include people from the AIAC when we make decisions about our projects.



We will give people with disability more chances to take part in different activities.



We will work out how to make our projects more inclusive.



We will write a document that explains how to run our events.



We will share accessible versions of important documents.



We will make other times for people with disability to use our services to better suit their needs.



This includes people with sensory disability.

We will create a way to see:



- how well our projects work



- if our projects are inclusive.



We will work out how to include more accessible toilets at public events.



## 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 the Bega Valley Shire Council.

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



### **Accessible**

When something is accessible, everyone can use it.



### **Attitudes**

Attitudes are what you:

- think
- feel
- believe.



### **Culturally and linguistically diverse**

People who are culturally and linguistically diverse:

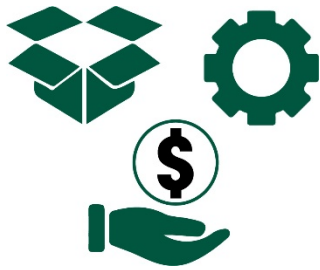
- come from different cultures and backgrounds
- speak languages other than English.

### **Culture**

Your culture is:



- your way of life
- the way you think or act because of the way you grew up.



## **Economy**

Our economy is the total amount of goods, services and money that Bega Valley Shire makes and uses.



## **Emergency**

An emergency is a dangerous situation that we don't expect to happen.



## **First Nations**

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



## **Inclusive**

When something is inclusive, everyone can take part.



## **Intellectual disability**

An intellectual disability affects how someone can:

- learn new things
- solve problems
- communicate
- do things on their own.



## LGBTIQ+

LGBTIQ stands for lesbian, gay, bisexual, transgender, intersex, queer and questioning.

The '+' is for people who are part of the LGBTQ+ community but don't talk about themselves using a word from this list.



## National Disability Strategy

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



## Physical disability

A physical disability affects how well someone can:

- move
- use their body.



## Psychosocial disability

A psychosocial disability affects someone's mental health.



## Rights

Rights are rules about how everyone should be treated fairly.



## Sensory disability

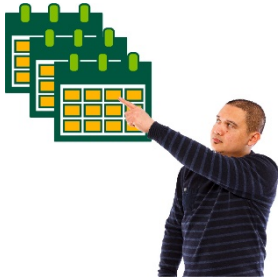
A sensory disability affects someone's sense, like their:

- sight
- hearing.



## Themes

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



## Vision

Our vision is what we want Bega Valley Shire to be in the future.

## Contact us



**(02) 6499 2222**



**council@begavalley.nsw.gov.au**



**PO Box 492**

**Bega NSW 2550**



**begavalley.nsw.gov.au**



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