



Lake Macquarie City Council

Disability Inclusion Action Plan

2021—2025

Easy Read version



How to use this plan



Lake Macquarie City Council wrote this document. When you see the word 'we', it means Lake Macquarie City Council.



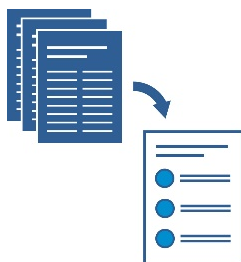
We wrote this information in an easy to read way.
We use pictures to explain some ideas.

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 29.



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
www.lakemac.com.au

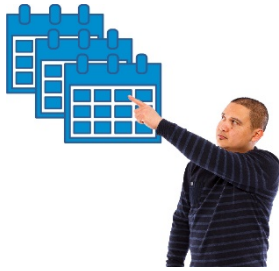


You can ask for help to read this plan.
A friend, family member or support person
may be able to help you.

What's in this plan?

Our vision for Lake Macquarie City Council	5
About Lake Macquarie City	7
What did we do over the last 4 years?	8
The laws that apply	11
What people told us	13
Our Disability Inclusion Action Plan	15
1. Our attitudes	17
2. Accessible communities	21
3. Helping people get good jobs	23
4. Services and communication	26
Making sure our plan works	28
Word list	29
Contact us	32

Our vision for Lake Macquarie City Council



Our **vision** is what we want Lake Macquarie City to be in the future.



We want to make Lake Macquarie City more **accessible**.



When something is accessible, everyone can use it.



We want to make Lake Macquarie City more **inclusive**.



When something is inclusive, everyone can take part.

We want Lake Macquarie City to be a place
where everyone:



- is treated with respect



- can work safely



- feels supported



- gets an equal chance.

About Lake Macquarie City

205,000



205,000 people live in Lake Macquarie City.

6.6%



6.6% of people in Lake Macquarie City are people with disability.

If Lake Macquarie City is more accessible, it will make life better for:



- people with disability



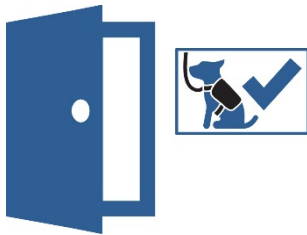
- the community.

What did we do over the last 4 years?



Over the last 4 years we reached some of our goals to make Lake Macquarie City more:

- accessible
- inclusive.



We have included signs to show assistance animals can come inside our buildings.



We have made quiet, peaceful places at our events.



These are places where people can go to if they are affected by lots of:

- noise
- smells
- people.

We made a program that helps people with disability:



- meet new people



- learn new skills.

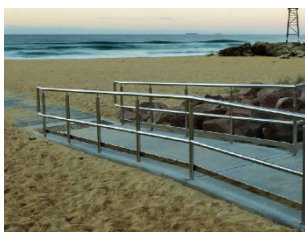


We started a newsletter for people with disability.



We built adult changing places at:

- Toronto Swim Centre
- Caves Beach.



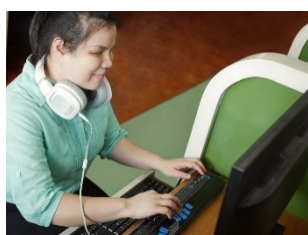
We built accessible ramps at some of our beaches.



We asked our staff what we can do to support them.



We added hearing loops to different public spaces.



We made our website more accessible.

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.

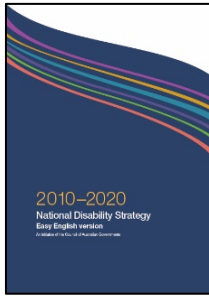


The Act makes sure people with disability in New South Wales are treated fairly.



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

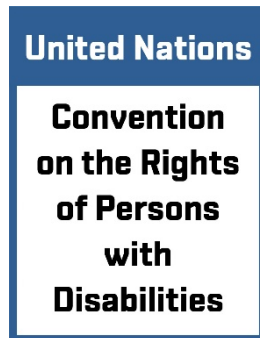
We call it a Plan.



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:



- Lake Macquarie City community



- staff.



People told us there should be more chances to **volunteer**.



Volunteers are people who work but don't get paid.

Volunteers usually do work that helps other people.



People told us to share information about disability with the community.

People told us we need to make community spaces more accessible, like:



- playgrounds



- pathways.



People told us there needs to be more adult changing places at beaches.



We have included these ideas in our plan.

Our Disability Inclusion Action Plan

Our Plan talks about how we will make Lake Macquarie City more:



- accessible



- inclusive.



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



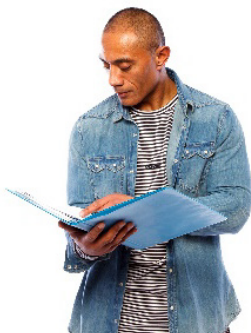
3. Helping people get good jobs



4. Services and communication



We have written a list for each theme of how we can reach our goals.



We talk more about each theme on the following pages.

1. Our attitudes



We want attitudes towards people with disability to be positive.



We will tell people about International Day of People with Disability each year.

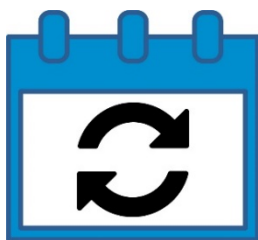
We will change the name of our program that helps people with disability:



- meet new people



- learn new skills.



We will keep this program going.

We will share inclusive stories from our community with our:



- Lake Macquarie City community



- staff.



We will train our staff to be more inclusive.

We will work with local businesses to teach them about:



- people with disability



- being more inclusive.



We will work out how to support local businesses to make them more accessible.

We will keep our **Ageing and Disability Advisory Panel** going and talk about:



- people with disability



- older people.



Our Ageing and Disability Advisory Panel is a group of people who talk about:

- people with disability
- older people.



We will keep taking part in events where people speak up about what people with disability need.



We will make our events more:

- accessible
- inclusive.



We will tell the Lake Macquarie City community how we will make our **workplace**:

- accessible
- inclusive.

A workplace is any place you might work, such as:



- an office



- a community service, like a library



- a customer service centre.

2. Accessible communities

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



- places and spaces are accessible



- community is inclusive.

This includes:



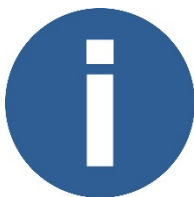
- public spaces



- transport



- services



- information.



We will make more accessible cabins at our holiday parks.



We will support more adult changing places in public areas.



We will create more chances for people in our community to take part in accessible sport.



We will make our buildings more accessible.



We will make travelling around Lake Macquarie City more accessible.



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

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 learn how to work with people with disability.

Disability Employment Network



We will create a **Disability Employment Network (DEN)**.



Our DEN will be part of the Lake Macquarie City Council.

Our DEN will:



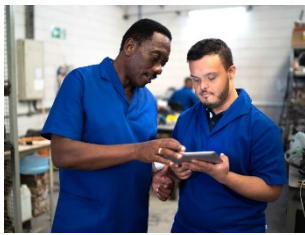
- support workers with disability



- tell us how we can make our workplace more accessible.



We will hire more people with disability.



We will include more students with disability in our work experience program.

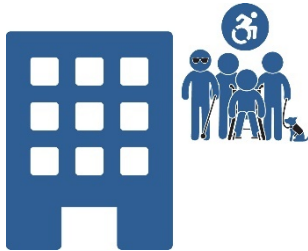


We will give people with disability more chances to volunteer.

4. Services and communication



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



We will make our council buildings more accessible.

This includes adding:



- hearing loops



- communication cards



- equipment to make documents easier to read.

We will train our staff about:



- people who are deaf



- sign language.



We will share information in different ways.

This includes sharing information:



- on our website



- in a newsletter.

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.



Accessible

When something is accessible, everyone can use it.

Ageing and Disability Advisory Panel



Our Ageing and Disability Advisory Panel is a group of people who talk about:

- people with disability
- older people.

Attitudes

Attitudes are what you:

- think
- feel
- believe.



Disability Employment Network (DEN)

Our DEN will be part of the Lake Macquarie City Council.



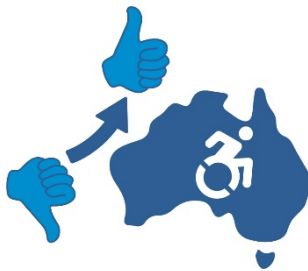
Our DEN will:

- support workers with disability
- tell us how we can make our workplace more accessible.



Inclusive

When something is inclusive, everyone can take part.



National Disability Strategy

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



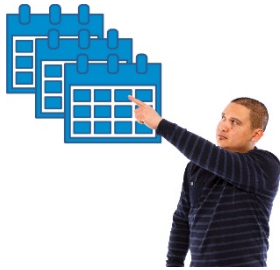
Rights

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 Lake Macquarie City to be in the future.



Volunteer

Volunteers are people who work but don't get paid.

Volunteers usually do work that helps other people.

Workplace

A workplace is any place you might work, such as:

- an office
- a community service, like a library
- a customer service centre.



Contact us



(02) 4921 0333



council@lakemac.nsw.gov.au



**126-138 Main Road
Speers Point
NSW 2284**



www.lakemac.com.au



The Information Access Group created this Easy Read document using stock photography and custom images. The images may not be reused without permission. For any enquiries about the images, please visit **www.informationaccessgroup.com**.
Quote job number 4147.