



Making Penrith more accessible and inclusive

Our Disability Inclusion Action Plan 2022-2026

Easy Read version



How to use this plan



Penrith City Council wrote this plan.

When you see the word 'we', it means Penrith City Council.



We wrote this plan in an easy to read way.

We use pictures to explain some ideas.

Bold
Not bold

We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these bold words mean.

There is a list of these words on page 42.



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.

penrith.city/disabilityplan



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

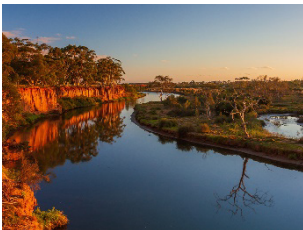


We value Aboriginal and Torres Strait Islander
peoples, who are the traditional owners of the land.

They were the first people to protect and care
for the:



- lands



- waters.

What's in this plan?

What we want for Penrith City	5
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What we want for Penrith City



We want to make Penrith City more **accessible**.



When the community is accessible, it is easy to:

- find and use things
- travel around.



We also want to make Penrith City more **inclusive**.

When the community is inclusive, everyone can:

- take part
- feel like they belong.



We have a great community in Penrith City.

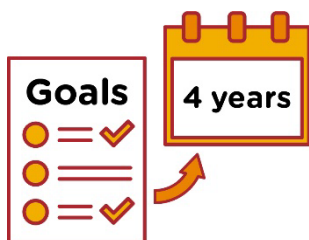
And we share it with lots of different people.



But our community can be stronger if we are more:

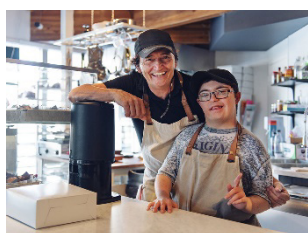
- accessible
- inclusive.

What did we do over the last 4 years?



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

- accessible for people with disability
- inclusive for people with disability.



We helped local businesses understand why hiring people with disability is good for them.



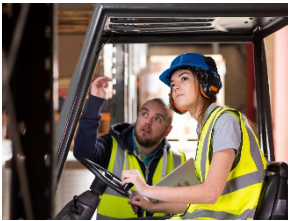
We made our bus stops more accessible.



And we made our playgrounds more inclusive.



We had 15 people with disability take part in our **traineeship** program.



A traineeship is where you learn how to do a job.

You are paid to:

- work
- learn how to do that job.



We made sure all our projects were accessible.

This includes when we:

- plan them
- do them.



We also made our website more accessible.



And 20 people who work for the Council learnt how to make accessible documents.

The laws that apply



There is 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 we respect the **rights** of people with disability in New South Wales.



Rights are rules about how everyone should be treated:

- fairly
- equally.



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

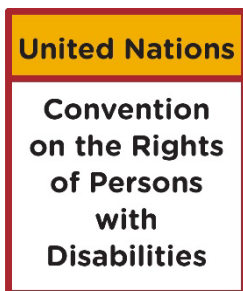
We call it a Plan.



We follow Australia's Disability Strategy.



Australia's Disability Strategy is a plan about supporting people with disability across Australia.



We also follow the United Nations Convention on the Rights of Persons with Disabilities (UN Convention).



The UN Convention is an international agreement between different countries.

It sets out the rights of people with disability around the world.

What we can do to be more accessible and inclusive

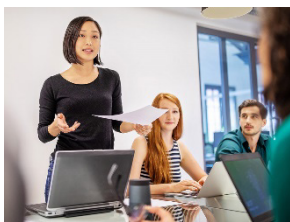


Every day, we make decisions that affect the community.



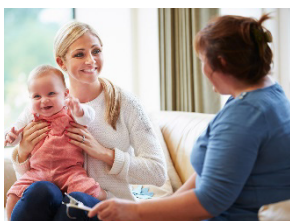
We are leaders that support the community to be:

- accessible
- inclusive.



We are planners.

We understand what the community needs to grow.



We are providers.

We deliver inclusive programs and services.



We are partners.

We will work with the community to face any challenges.



We are capacity builders.

We will build relationships and share information with our community.



We are regulators.

We will check how we follow our plans and laws.

Our Disability Inclusion Action Plan



Our Plan talks about how we will make Penrith 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



2. Accessible communities

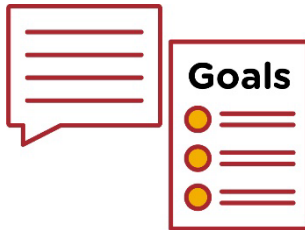


3. Helping people get good jobs



4. Services and communication

Each theme explains:



- things the community told us
- goals we must work towards
- what we will do to work towards our goals.



We talk more about each theme on the following pages.

Who did we hear from?



We asked the community to share their ideas about each theme.

We heard from:



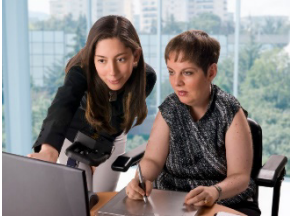
- people with disability



- their families and carers



- carers with disability.



We also heard from people who work with people with disability.

And we heard from:



- local businesses



- disability services.

1. Our attitudes

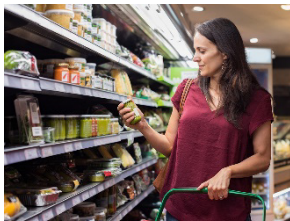
What did the community tell us?



Attitudes are what you:

- think
- feel
- believe.

The community told us bad attitudes towards people with disability stops them from:



- buying things from local businesses



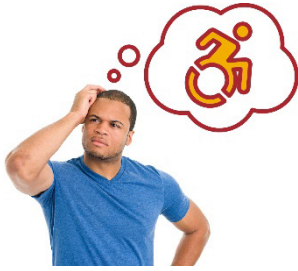
- working at a local business



- taking part in group activities.



And they said businesses might lose money because they're not accessible.



The community told us not many people understand disability.

This includes disabilities that you:

- can see
- can't see.



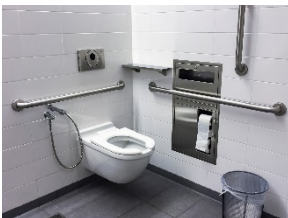
And they said some **cultures** understand disability in different ways.



Your culture is:

- your way of life
- your beliefs
- what is important to you.

The community said people with disabilities you can't see feel judged when they use accessible:



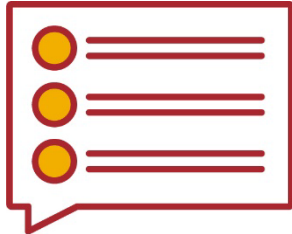
- toilets



- car parks.



And they told us carers don't feel included when we plan our programs and services.



The community told us we should share what our Access Committee has worked on.

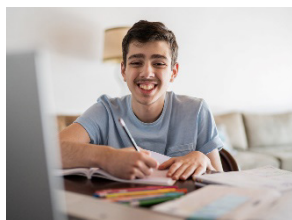


The Access Committee is part of Penrith City Council.
The Access Committee is a group of people who meet to talk about ideas with the Council.

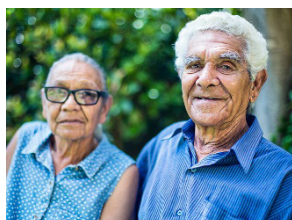
They also told us that when we do our work, we should think about:



- people with disabilities you can see



- people with disabilities you can't see



- older people.



The community said we should think about **LGBTIQA+** people with disability.



The letters LGBTIQA stand for lesbian, gay, bisexual, transgender, intersex, queer or questioning and asexual.



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



People use these letters to explain who they:

- are as a person
- love and are attracted to.

What are our goals?



We want the community to understand disability, including those we:

- can see
- can't see.

We also want the community to understand how people with disability can have a good impact on:



- the community



- our economy – the total amount of goods, services and money that Penrith City makes.



We also want our staff to learn how to be more:

- accessible
- inclusive.

What will we do?



We will train our staff to be more:

- accessible
- inclusive.



And we will support our staff to go to Access Committee meetings.

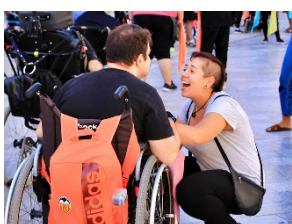


We will make sure the community knows more about the Access Committee.



And we will be more inclusive when we share information with the community.

For example, using more photos of people with disability.

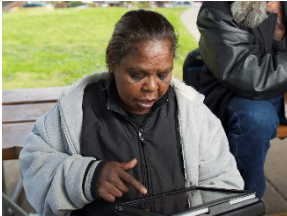


We will have events that support people with disability.

We will do research about:



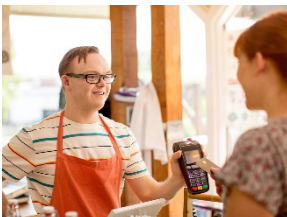
- LGBTIQ+ people with disability



- Aboriginal and Torres Strait Islander peoples with disability

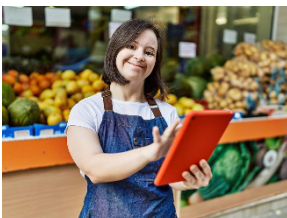


- people with disability who come from different cultures.



We will also help local businesses be more:

- accessible
- inclusive.



And we will share stories about businesses that are:

- accessible
- inclusive.



We want to tell people that Penrith City is an accessible place to visit.

We will think about how we can work with local businesses to do this.

2. Accessible communities

What did the community tell us?



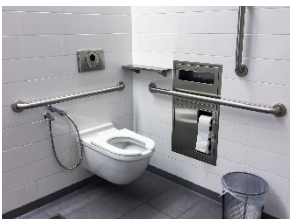
The community told us it's important to have pathways that are:

- safe
- accessible.

They also told us we need more accessible:



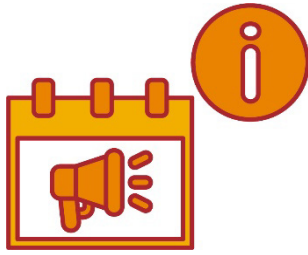
- public transport



- toilets



- adult change rooms.



The community told us they need more accessible information about our events.



And they told us there should be quiet spaces for people with disabilities that affect their senses.



The community told us they need more accessible information for **emergencies**.

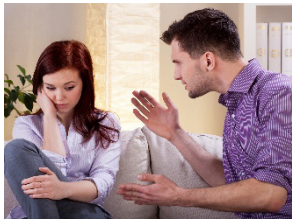


An emergency is something dangerous that:

- we don't expect to happen
- can put your health at risk.



Disability services said people with disability are more at risk of **domestic and family violence**.



Domestic and family violence is when someone close to you hurts you, such as:

- your partner or ex-partner
- someone who takes care of you
- someone you live with.



And they told us some people with disability can't find and use domestic and family violence support.

What are our goals?

We want to make more accessible:



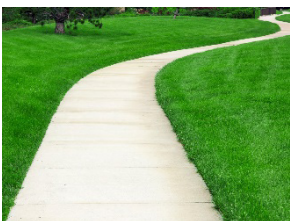
- buildings



- events



- services and programs



- pathways.

We also want to speak up for more accessible:



- town centres, like a street with lots of shops and cafes



- public transport.



And we want people with disability to feel like they can take part in the community.

What will we do?

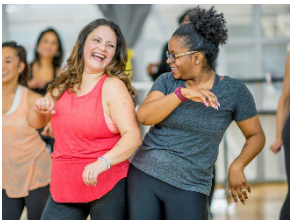


We will be inclusive when we plan events.

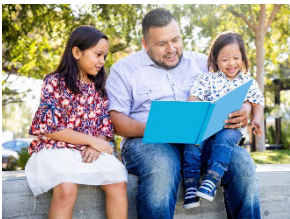
We will make inclusive programs for fun activities, like:



- painting



- dancing



- reading.



We will share inclusive sports programs.



We will be inclusive when we plan our arts programs, like:

- plays
- art shows
- events.



This includes having accessible places to run these programs.



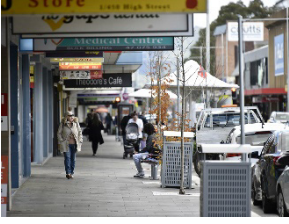
We will also make our relationships with arts organisations stronger.

For example, organisations for actors.



We will make spaces and places in Penrith City more accessible.

This includes our:



- town centres



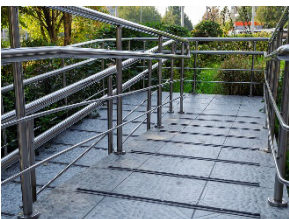
- car parks



- pools



- waterways, like the Nepean River.



We will also make sure our buildings are accessible.



We will share information to help organisations make their buildings more accessible.



We will work to make public transport and footpaths more accessible.



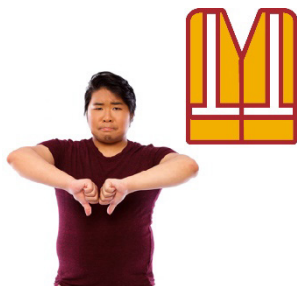
We will make sure people with disability have support if they experience domestic and family violence.



And we will work out how to support people with disability in emergencies that happen in our buildings.

3. Helping people get good jobs

What did the community tell us?



The community told us people with disability don't have jobs that match their:

- skills
- experience
- interests – what they like doing.

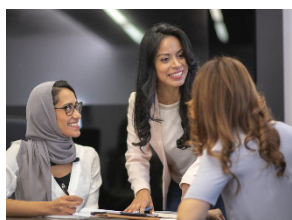


And the community said they want more people with disability working in public jobs.

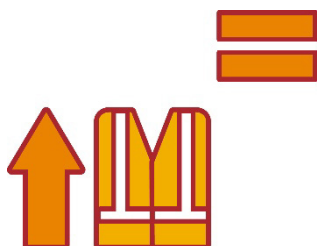
For example, working in the Council.



The community told us when businesses don't hire people with disability, they don't get to use their skills or experience.



And the community said we need to work with businesses so people with disability can stay in jobs.



The community also told us we need to have more jobs in Penrith City that are equal for everyone.

What are our goals?



We want more local businesses to hire people with disability.



And we want to hire more people with disability to work in the Council.

What will we do?



We will work out what jobs are available for people with disability.

This includes jobs in the Council.

We will also make sure:



- people with disability know how to apply for a job in the Council



- we hire people in an inclusive way.

We will tell the community:



- about accessible businesses



- why hiring people with disability is good for a business.

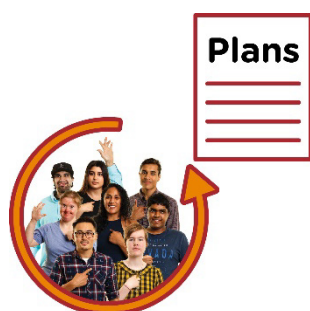
4. Services and communication

What did the community tell us?



The community told us people with disability want to take part in decisions that affect them.

This includes decisions the Council makes.



They also told us we should think about being inclusive when we make our plans.



The community are worried because we don't have enough information in different formats.



They also said when people with disability can't get information, it stops them taking part in our work.



The community told us people with disability want to be included in our work.



And the community said we should make sure local services for young people are inclusive.



They also said we should support people with disability who are in the **justice system**.



The justice system includes:

- police
- the courts
- the law
- prisons.

What are our goals?



We want to include people with disability when we make plans.



We want to make our Council meetings inclusive. This includes having the community take part in decisions that affect them.



We want all of our information to be accessible.

This includes our:

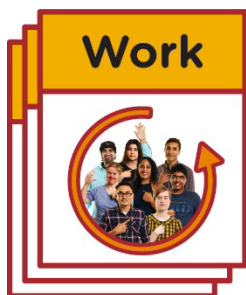
- documents
- website.



We also want all of our projects to be:

- accessible
- inclusive.

What will we do?



We will include more people with disability in our work.



We will make our Council meetings more:

- accessible
- inclusive.

This includes all of our meeting documents.



We will be inclusive when we check to see if our services work well.



And we will support children services to include more children with disability.

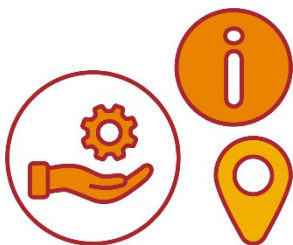


We will work out how we can speak up about chances to be inclusive in the community.



We will make sure the way people pay for Council services is accessible.

For example, paying rates.



And we will work with local businesses to share up to date information about local supports and services.



We will also find ways to share information with people with disability in different formats that are more:

- accessible
- inclusive.

Making sure our Plan works well



We will keep track of how well our Plan is going.

We will make sure it:



- includes how we will work towards our goals



- stays up to date.



We will connect with the community when we follow our Plan.



This will help us make sure our Plan 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 the community is accessible, it is easy to:

- find and use things
- travel around.

Attitudes

Attitudes are what you:

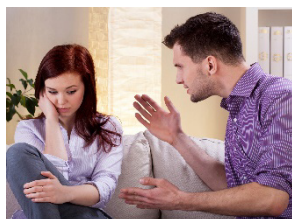
- think
- feel
- believe.



Domestic and family violence

Domestic and family violence is when someone close to you hurts you, such as:

- your partner or ex-partner
- someone who takes care of you
- someone you live with.



Emergencies

An emergency is something dangerous that:

- we don't expect to happen
- can put your health at risk.





Inclusive

When the community is inclusive, everyone can:

- take part
- feel like they belong.



The justice system includes:

- police
- the courts
- the law
- prisons.



Rights

Rights are rules about how everyone should be treated:

- fairly
- equally.



Themes

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

Contact us



You can call us.

(02) 4732 7777



You can send us an email.

council@penrith.city



You can write to us.

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You can visit our website.

penrith.city



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