

## Mosman Council

### Disability Inclusion Action Plan 2022–2026

An Easy Read plan



## How to use this plan



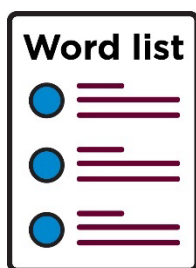
Mosman Council wrote this plan. When you see the word 'we', it means Mosman Council.



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 29.



This Easy Read plan is a summary of our plan for including people with disability.  
This means it only includes the most important ideas.



You can find our plan on our website at [mosman.nsw.gov.au/council/plans/disability-inclusion-action-plan](https://mosman.nsw.gov.au/council/plans/disability-inclusion-action-plan).



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?

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## A message from the Mayor



I am happy to share our Disability Inclusion Action Plan.

We just call it our Plan.



Our Plan talks about how we will make Mosman more **accessible**.



When something is accessible, everyone can use it.



Our Plan talks about how we will make Mosman more **inclusive**.



When something is inclusive, everyone can take part.



Over the last 4 years we reached most of our goals to make Mosman more:

- accessible
- inclusive.



We made the Clifton Gardens beach more accessible.



We also built new accessible toilets on Raglan Street West.



And our community events were more:

- accessible
- inclusive.



Mosman has a community that is:

- caring
- supportive.



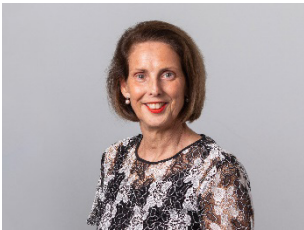
Over the next 4 years, we can all help our community to be more:

- accessible
- inclusive.



I want to thank the community for:

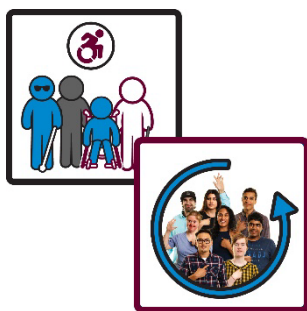
- sharing their ideas
- helping us make our Plan.



Councillor Carolyn Corrigan

Mayor

## What we want for Mosman



We want to make Mosman more:

- accessible
- inclusive.



**Attitudes** are what you:

- think
- feel
- believe.



We will speak up about good attitudes towards people with disability.



We will share these good attitudes with the Mosman community.



We will make changes to Mosman, so it is easier to move around.

We will help give people with disability more options to:



- work



- be **volunteers**.



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



We will make our information easy to understand.



We will make our services more:

- accessible
- inclusive.



## 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
- included.



The Act also says we must have a Plan.



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



The UN Convention is an agreement between countries.



The UN Convention explains how people with disability should be treated fairly.

## What people told us



We asked our community to share their ideas about how we can be more:

- accessible
- inclusive.

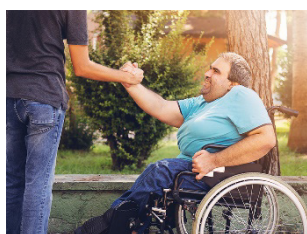


People told us we should speak up about how we will make Mosman more:

- accessible
- inclusive.



People told us we should help create good attitudes towards people with disability.

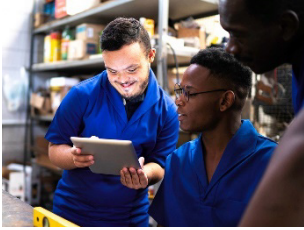


People told us we should have more ways to connect with people with disability.



People told us we should listen to what people with disability have to say.

People told us we should help people with disability:



- get good jobs



- be volunteers.

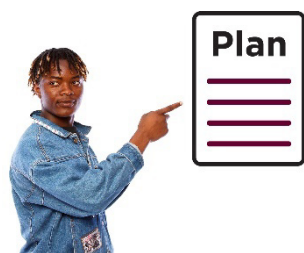


People told us the Council should be a place of work that's:

- accessible
- inclusive.



People told us we should make our information more accessible.



We have included their ideas in our Plan.

## Our Disability Inclusion Action Plan



Our Plan talks about what we will do over the next 4 years to make Mosman more:

- accessible
- inclusive.



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



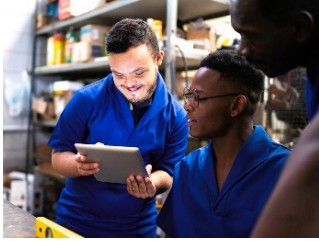
Our Plan has 4 themes.



1. Our attitudes



2. Accessible communities



3. Helping people get good jobs



4. Services and communication.



We have a list of what we must do to reach our goals for each theme.



We talk about each theme in more detail on the following pages.

# 1. Our attitudes



We want our community to have good attitudes towards people with disability.



We will tell the community about how we will support:

- people with disability
- older people.



We will share good stories about being inclusive in the community.

We will work with disability organisations to teach the community about:



- people with disability



- their **rights**.



Rights are rules about how everyone should be treated fairly.



We will work with people disability to help them have a say in the community.



We will include more photos of people with disability:

- in our documents
- on our website
- on our social media posts.



We will celebrate International Day of People with Disability each year.



We will teach our staff how to work with people with disability.





We will work with other organisations to speak up about being inclusive.

This includes:



- sport organisations



- schools.



We will help people with disability connect with the community.



We will create a group of people to help us.

This group of people includes:



- people with disability



- their families or carers.

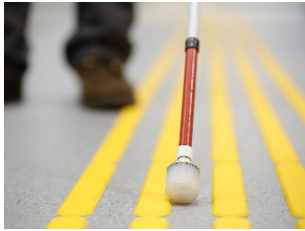


We will talk to them when we make:

- decisions
- changes to our Plan.

## 2. Accessible communities

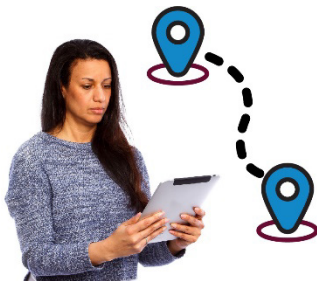
We can include people with disability if our:



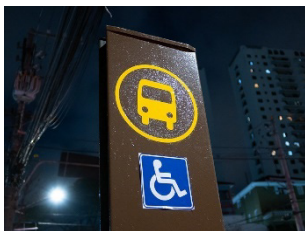
- public places and spaces are accessible



- community is inclusive.



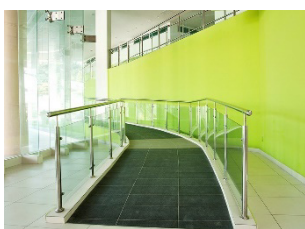
We will keep looking for ways to make it easier to move around Mosman.



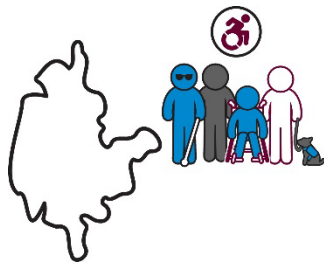
This includes having more accessible bus stops.



We will share clear information about how to report issues with moving around Mosman.



We will make a program to help us work out what buildings need to be made accessible.



We will keep making parts of Mosman more accessible.

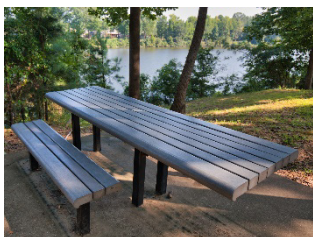
This includes having accessible:



- ramps and pathways



- playgrounds



- public seats



- toilets and adult change rooms



- signs and lights.



We will think about being accessible when we design and approve new:

- buildings
- public spaces.

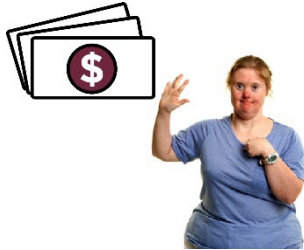


We will have an online map of accessible:

- toilets
- car parks
- pathways.

### 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



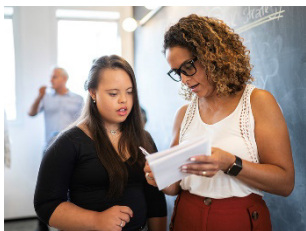
- do more for themselves and on their own.



We will look at ways to help people with disability get good jobs.



We will give people with disability more chances to volunteer with the Council.



We will also look at different ways people with disability can work with us.



We will look at how we hire people to see what we:

- are doing well
- can do better.



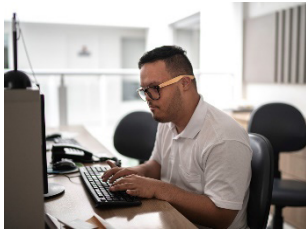
When we talk about new jobs with the Council, we will hire people in a way that's:

- equal
- fair.



We will make our website and forms for hiring people:

- easy to understand
- accessible.



We will support our staff with disability by making our place of work more accessible.



We will help our staff understand what we will do to make our place of work accessible.



This includes having accessible:

- information
- technology
- spaces to work.



## 4. Services and communication



We can include people with disability in our community if our services and information are accessible.



Our staff will share with each other how people in the community:

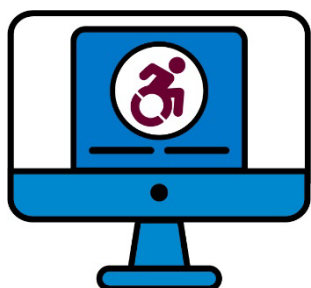
- connect with us
- use our services.



This means people in the community only have to tell us one time.



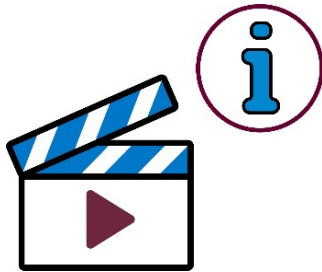
We will make our information more accessible.



We will make our documents more accessible.



We will make our website more accessible.



We will look at making videos for some types of information.



We will take part in local government meetings about:

- being inclusive
- how other local governments are inclusive.



We will follow a list of things to do to make our events accessible.



We will make inclusive programs.



When we make new **policies**, we will make sure they are:

- accessible
- inclusive.



A policy is a plan for how we should do things.

Policies are where rules come from.



We will make our technology training inclusive.

## Making sure our Plan works



Our Plan will last for 4 years.



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

We will make sure:



- we talk to people with disability about our Plan



- our Plan stays up to date



- our Plan meets the needs of people with disability.



We will write a report about our Plan each year.

## Word list

This list explains what the **bold** words in this document mean.



### **Accessible**

When something is accessible, everyone can use it.



### **Attitudes**

Attitudes are what you:

- think
- feel
- believe.



### **Inclusive**

When something is inclusive, everyone can take part.



### **Policy**

A policy is a plan for how we should do things. Policies are where rules come from.



## **Rights**

Rights are rules about how everyone should be treated fairly.



## **Themes**

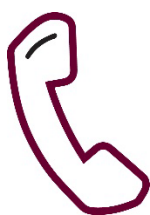
Themes are important ideas that come up in different areas of our work and lives.



## **Volunteer**

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

## Contact us



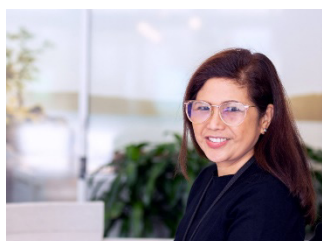
You can call us.

**9978 4000**



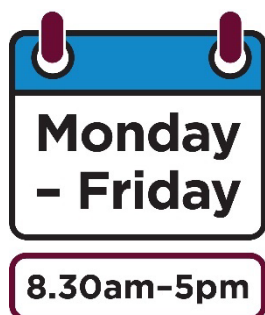
You can send us an email.

**[council@mosman.nsw.gov.au](mailto:council@mosman.nsw.gov.au)**



You can visit us in person.

573 Military Road, Spit Junction



We are open:

- Monday to Friday
- 8:30am to 5pm



You can go to our website.

**[mosman.nsw.gov.au](http://mosman.nsw.gov.au)**



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