

# Disability Inclusion Action Plan (DIAP)

2024 to 2028

**Easy Read** information from Port Stephens Council



February, 2024

We are committed to disability inclusion and to building a community where everyone is able to easily access opportunities and fully participate in their community.



**PORT STEPHENS**  
COUNCIL

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# How to read this book



**We** have written this book in an easy to read way.  
We use pictures to explain some ideas.

You can ask someone to help you read it.

In this book, '**we**' means Port Stephens Council.

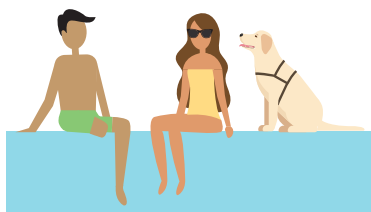


This book has some hard words.

The first time we write a hard word:

- the hard word is in **blue**
- we write what the hard word means.

# Port Stephens Council's plan



We want Port Stephens to be a place where all people can join in and be included.

There are laws that say Council must make sure people with disability can get all the same help and services as other people.



So we have made a **Disability Inclusion Action Plan**. We call it a **Plan**.

The **Plan** means what Council will do to make sure that people with disability can:

- join in all the things that Council offers
- get the same help and information that other people can get.



This book tells you about the Disability Inclusion Action Plan. The whole plan is at [www.portstephens.nsw.gov.au/community/community-services/people-with-a-disability](http://www.portstephens.nsw.gov.au/community/community-services/people-with-a-disability)

The Plan has actions that Council will do over the next 4 years.



We want to know if you think this is a good plan or not.

There is information on the last page of this book about how you can tell us what you think.

Before we made the Plan, we talked with people in Port Stephens who:



- have a disability
- are carers or family members
- work in disability jobs
- work in Council
- live in the community.

We asked people how we could make Port Stephens more **accessible**.



**Accessible** means that something is easy to use. It also means a place is easy to get to and easy to get around.

We also asked people how we could make Port Stephens more **inclusive**.



**Inclusive** means that everyone can join in.

We took what people said and used it to make the Plan.

The Plan is about these 4 things:



- **Attitudes and behaviours:**

This means helping people to understand disability. It also means helping people to treat people with disability better.



- **Liveable communities:**

This means making it easier to go to places and join in activities and events.



- **Employment:**

This means making it easier to get a good job.



- **Systems and processes:**

This means making it easier to get information and do things with Council.

Council will work on these 4 things in the ways listed below.



## Attitudes and behaviours

This is about helping people to understand disability and treat people with disability better.

People with disability told us these things:



- sometimes they feel judged or treated badly because they have a disability
- they often feel unwelcome in places like cafes, shops, parks and car parks..



So Council will do these things:

- show more people with disability in Council **communications**

**Communications** are notices and updates Council shares with the local people.



- teach Council workers and local business people how to make things easier for people with disability and how to include them
- have 4 meetings every year to hear what people with disability need
- make more accessible things to do with tourists and businesses.

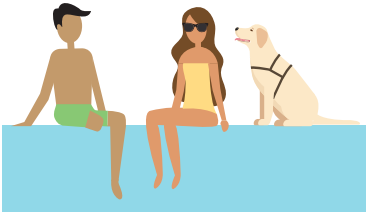


## Liveable communities

This means making it easier to go to places and join in activities and events.

People with disability told us these things:

- it should be easier to go to public places like parks, beaches and pools
- we need more footpaths and ramps, and the current ones should be safer
- we need more and better disabled car parks
- events should be more accessible so that people with disability feel welcome and included
- there should be more events and activities for people with disability to meet other people.



**So Council will do these things:**

- find the best places to build access to the water for fishing and boating
- give **Sailability** use of Grahamstown Dam



**Sailability** is a sailing club for people with disability.

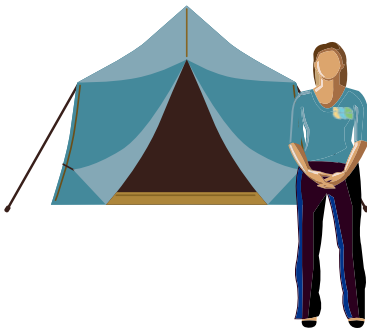




- fix footpaths and ramps, and find places to add more
- check disabled car parks and use signs to remind people they are for people with disability



- show where public toilets are and if they are accessible
- make sure Council workers think about making places and things easy for everyone to use
- make events more inclusive by checking places are accessible for everyone, teaching staff about people with disability and always having an **Inclusion Tent**.



An **Inclusion Tent** is a space where children and adults can go for safety, support and quiet time.



# Employment

This is about making it easier to get a good job.

People with disability told us these things:

- if **employers** gave more jobs to people with disability, it would be good for their business

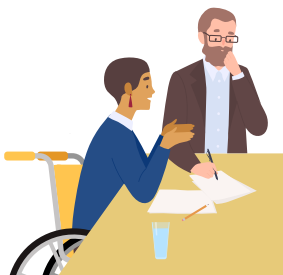
**Employers** are the people who give jobs to other people

- employers should hire local people because it is good for tourism
- employers and Council should learn how to make things easier for people with disability
- there should be more events and activities where people with disability can meet employers and get jobs.



So Council will do these things:

- make it easier for people with disability to know about jobs and apply for them
- ask people with disability how to make applying for jobs at Council better





- help people with disability get jobs, training and volunteer work at Council
- give more support to Council workers with disability and make sure they get the chance to get better at their job.



## Systems and processes

This means making it easier to get information and do things with Council.



People with disability told us these things:

- have information that is easy to read about what is on and how to get help
- make more health and support services
- make sure that all people with disability have information about local **emergencies**.



**Emergencies** are things like bushfires, floods and storms

So Council will do these things:

So Council will do these things:

- put **Web Chat** on the Council website



**Web Chat** is a way to contact Council that is like sending a text message, so you do not have to talk on the phone.



- use video chat in meetings for people who cannot join in person
- make more plans that are easy to read, like this one
- use more inclusive **technology** in Council systems



**Technology** is a tool that can make things easier, like a hearing loop or a screen reader.

- make sure everyone knows what to do in emergencies.



## More information

At the end of each year Council tells everyone what it did in the last year in a book called an **annual report**.



An **annual report** is a report about what council did over the year.

The annual report is put on Council's website. It will include what actions have been done from this plan.

## Contact

If you want to tell us what you think of this plan or if you want more information, you can:



- go to our website  
[www.portstephens.nsw.gov.au](http://www.portstephens.nsw.gov.au)



- or call Council on 0 2 4 9 8 8 0 2 5 5



- or email [council@portstephens.nsw.gov.au](mailto:council@portstephens.nsw.gov.au)



- or ask someone else to help you.