# Napier Disability Strategy 2019-2023

Kei Ahuriri te tohu rangatira mō te manaaki tangata

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# Transcriber's Note

If reading this etext on a portable braille device, please note that it is unproofed by touch. Transcriber notes are introduced by tn.

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Kei Ahuriri te tohu rangatira mō te manaaki tangata

Napier City takes pride in its care of people

# What is disability?

Disability is something that happens when people with an impairment face barriers in society (See Footnote 1). These barriers can be physical but can also be as a result of people's perceptions of disability.

Footnote 1: NZ Disability Strategy, p12.

There are a number of definitions of disability. This strategy uses the United Nations Convention on the Rights of Persons with Disabilities definition for a person with a disability as follows:

Those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

People with disabilities refer to themselves in a number of ways (See Footnote 2). Our strategy uses the term "people with disabilities" on the advice of our reference group.

Footnote 2: NZ Disability Strategy uses the term "disabled people" and further explains the language about disability, p13.

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# Our community

One in five (24%) people in New Zealand have a disability.

* 26% Māori
* 19% Pasifika
* 16% Asian

In Napier there is a higher proportion of people with a disability (27%), 53% are over 55, 36% are over 65 years old.

## Main types of disabilities in Napier

* Hearing–5645 people–50% are over 65 years
* Physical–9747 people–50% are over 65 years
* Psychological–3249 people–most people are 10-14 years and 40-55 years
* Vision–2289 people–just under 50% are over 65 years

Source: Statistics NZ, Disability Survey, 2013

## Napier's disability community is growing

As people age, they are more likely to experience disability or chronic illness. Napier has an ageing population with one in four people expected to be over 65 years old by 2031. There will be more people with hearing and vision impairments as over 50% of people with these disabilities are over 65 years. Mobility impairment is also an issue for this age group. Access to facilities and services will continue to be an important focus for Council.

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Box:

People with disabilities should be able to enjoy the same access, value, respect and inclusivity as others in the Napier community.

This strategy focuses on Napier City Council's activities and services.

End Box.

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# Who has been involved

## Napier Disability Advisory Group

A group representing disability service providers, Napier Disability Advisory Group (NDAG), was instrumental in encouraging the Council to develop the strategy and they selected three members to be part of the strategy development team. NDAG will continue to provide advice about the strategy as it is implemented.

## Napier Ability Plus

In developing this strategy we established a reference group–Napier Ability Plus (NAPs). The members are people with a lived experience of disability. NAPs has kept the strategy real and provided their insights into the focus areas. They have been a key part of the consultation to date and will continue to guide the strategy and its implementation.

## Napier's disability community

It was important to talk with our disability community before developing the strategy. We held workshops for people with disabilities and one for service providers and a focus group with the deaf community. Our disability community were keen to have their say.

## Māori

Napier City Council's Kaumatua, Piri Prentice, provided advice on the strategy. Māori are represented on the advisory group and reference group. Engagement with Māori will continue as the strategy is implemented.

# Key stakeholders: Napier Disability Strategy

tn: The print shows a diagram of a large circle with two overlapping circles inside it. The large circle is labelled "Disability Community". One of the smaller overlapping circles is labelled NDAG, the other is labelled NAPS, and the overlapping area is labelled Strategy Guidance & Action. End tn.

## What our disability community said is important

* Access
* Information
* Inclusion
* Positive perceptions (we can)
* We love Napier

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# Napier Disability Strategy Overview

## Vision: Napier is a city for everyone

Table:

Values | Focus Areas | Key Goals | Council Aims

We value people with disabilitiesTablePara | Getting around | Everyone can go where they want to go | We have enough mobility parks in the right placesTableParaOur footpaths/walkways are smooth, wide and unobstructed TableParaOur crossings are safe for allTableParaCouncil buildings are accessible for staff and customersTableParaThere is access to parks and reserves

Blank | Getting involved | Opportunities for everyone to engage | We use a range of communication tools so everyone can participateTableParaWe support active participation from the disability community in Council activitiesTableParaPeople with disabilities are able to take part in all aspects of civic life

Our community is caring and inclusiveTablePara | Being included | Services and information are accessible for everyone | We provide a range of ways and formats to access services and information

Blank | Having fun | Something fun for everyone | We lead, deliver and support accessible events TableParaOur facilities are accessibleTableParaWe support accessible sports and recreation options

Our places and spaces are accessible | Being safe | Everyone is safe | People know how to keep themselves safeTableParaOur communities are connected and help each other TableParaPeople feel safe in public places

Blank | Having work | A workplace where everyone can fulfil their potential | We encourage a range of people to apply for work within CouncilTableParaWe support our staff to perform to their full potential

End table.

Pages 7-9

# Strategy Focus Areas

## Getting around

### Key Goal: Everyone can go where they want to go

Council Aims:

* We have enough mobility parks in the right places
* Our footpaths/walkways are smooth, wide and unobstructed
* Our crossings are safe for all
* Council buildings are accessible for staff and customers
* There is access to parks and reserves

Key Areas:

* Parking
* Walkways
* Access to Council buildings and public spaces

Actions:

* Barrier Free assessments–buildings/housing (create priority list)
* Use positive accessibility signage (e.g. language)
* New designs incorporate accessibility (e.g. universal design–building for everyone)
* Train in-house advocates/experts
* Investigate RTS14 (See Footnote 3) guidelines as a potential guide
* Review mobility parking provision
* Promote our accessibility achievements
* Promote the role of service dogs
* Review use of alleyway staples/bollards etc
* Review the condition and design of new and existing walkways
* Review street signage for visual accessibility

Footnote 3: Road and Traffic Standard Series.

Pages 10-11

## Getting involved

### Key Goal: Opportunities for everyone to engage

Council Aims:

* We use a range of communication tools so everyone can participate
* We support active participation from the disability community in Council activities
* People with disabilities are able to take part in all aspects of civic life (e.g. voting, decision-making processes etc)

Key Areas:

* Communication
* Community engagement and consultation
* Governance (Council representation, decisions, voting etc)
* Projects

Actions:

* Confirm Napier Ability Plus as an ongoing reference group for Council activities, plans and projects
* Encourage Council Representation (both on Council or in other Council forums) to disability community
* Provide disability supports in governance activities
	+ New Zealand Sign Language (NZSL) interpreters–Council/Committee meetings (potentially use Skype service)
	+ Accessible formats for public documents e.g. agendas, minutes, reports
	+ Hearing loops in meeting rooms etc
* Ensure disability supports are available and known for prospective Councillors
* Investigate online voting
* Actively communicate with disability community through existing forums (e.g. NDAG, Deaf Club etc), using a range of tools
* Review current communication channels/tools for accessibility (e.g. text notifications for meetings, website etc)
* Ensure social media strategy promotes accessibility
* Provide training for staff to ensure website writing is accessible
* Review brand and signage guidelines for accessibility
* Promote positive attitudes–e.g. awareness campaign, International Day

Pages 12-13

## Being included

### Key Goal: Services and information are accessible for everyone

Council Aims:

* We provide a range of ways and formats to access services and information

Key Areas:

* Communication
* Community engagement and consultation
* Customer service

Actions:

* Specialist disability training for customer facing staff
* Disability training included in staff induction
* Review information channels to ensure people have disabilities have access
* Ensure social media strategy promotes accessibility
* Provide disability supports in customer service approaches and facilities
* Support staff to complete New Zealand Sign Language training

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## Having fun

### Key Goal: Something fun for everyone

Council Aims:

* We lead, deliver and support accessible events
* Our facilities are accessible
* We support accessible recreation options

Key Areas:

* Events
* Recreation–passive/active
* Facilities

Actions:

* Develop an "accessible event" toolkit–including
	+ Information for event organisers
	+ Types of supports (parking, communications, interpreter etc)
	+ Grants to promote/support accessibility
	+ Venue accessibility information
	+ How to make an event accessible and safe
	+ Accessibility map
	+ Where to get more help
* Promote events that are accessible to disability community
* Barrier-free assessments at facilities and public spaces
* Integrate accessible equipment into new and existing playgrounds
* Signage promoting positive disability language
* Encourage people with disabilities to actively engage in sports and recreation
* Provide and promote Council parking for CBD events (weekend)
* Develop an accessibility map

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## Being safe

### Key Goal: Everyone is safe

Council Aims:

* People know how to keep themselves safe
* Our communities are connected and help each other
* People feel safe in public places

Key Areas:

* Emergency Management
* Community safety

Actions:

* "How to help" campaign
	+ Training staff and other "out and about" personnel on–"how to help'
* Civil Defence
	+ Get ready: Get through
	+ Opt in register for extra assistance
	+ Sign language video with Civil Defence tips
	+ Neighbourhood support–focus on vulnerable neighbours
	+ Promote Council/Civil Defence Facebook page to disability community
	+ Promote planning for those in assisted living
	+ Promote text alert system to disability sector

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## Having work

### Key Goal: A workplace where everyone can fulfill their potential

Council Aims:

* We encourage a range of people to apply for work within Council
* We support our staff to perform to their full potential

Key Areas:

* Recruitment
* Work experience
* Jobs/in-work support

Actions:

* Review recruitment and induction processes
* Actively promote ourselves as an EEO employer
* Offer work experience opportunities
* Provide disability awareness training for Managers/Supervisors including supports that are available,
* Share success stories

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# Strategic links

This strategy contributes to local, national and international strategies and conventions. It will intersect with Napier's Positive Ageing Strategy which is under development.

## Napier Disability Strategy–Napier is a city for everyone

* Getting around
* Getting involved
* Being included
* Having fun
* Being safe
* Having work

tn: The print shows arrows from the group of items above to three additional lists below, each with its own heading. End tn.

### New Zealand Disability Strategy 2016-2026 (Goal 2, 3, 5, 6, 7, 8)

* Employment and economic security
* Health and wellbeing
* Accessibility
* Attitudes
* Choice and control
* Leadership

### Council Vision: A vibrant and sustainable city for all; Council Outcomes

* A vibrant, innovative city for everyone
* Excellence in infrastructure and public services now and in the future
* A sustainable city
* Council works with and for the community
* A safe and healthy city that supports community wellbeing

### United Nations Convention on the Rights of Persons with Disabilities 2006 (Article 3, 19, 21, 27, 29, 30) General Principles

* + Participation and inclusion
	+ Non-discrimination–equality
	+ Accessibility
	+ Respect and dignity
	+ Autonomy
* Right to live in the community
* Freedom of expression and opinion
* Right to work
* Right to participate in political and public life
* Right to participate in cultural life

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# How are we doing?

The strategy includes key goals and actions. The achievement of these will be monitored by the Napier Disability Advisory Group. The reference group, NAPs will provide input into the prioritisation of the actions to develop annual implementation plans and will guide the development of specific projects.

A review framework will be developed based on the Results Based Accountability Framework. Projects and actions will be reviewed using a method appropriate to their size, cost and characteristics.

This strategy will be reviewed every five years.

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# Appendix 1: Group membership

## Napier Disability Advisory Group

Membership agencies:

NZ Blind Foundation (Chair)

Disability Resource Centre

Napier Hearing Association

Deaf Aotearoa

Workbridge

Dementia Hawke's Bay

Idea Services

Ministry of Social Development

Te Kupenga Hauora Ahuriri

Presbyterian Support East Coast

Geneva Healthcare

Napier City Council

## Napier Ability Plus

Members:

Tina Braybrook

Jo Bromley

Willie Hawkins

Andrew Hodson

Nova Hopkins

Jacqui Lee

Joanna Leitch

Alisha McCulloch

Tessa Selwyn

Supported by Napier City Council

The Napier Disability Strategy is also available on [www.napier.govt.nz](http://www.napier.govt.nz) in the following formats:

NZ Sign Language, Plain Text, Easy read (pictorial), Audio

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# Glossary

**Accessibility** enables people to participate by removing barriers to participation

**Barrier** is something that makes it difficult or impossible for people to do something

**Disability** is something that happens when people with impairments face barriers in society that limit their movements, senses or activities

**People with a disability** are people who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others (disabled people is a term also used)

**Equality** means that everyone gets the same opportunities

**Impairmen**t is a problem with the functioning of, or the structure of someone's body

**Universal design** is a good design that works for everyone

End of Napier Disability Strategy