



**Macedon
Ranges**
Shire Council

Disability Action Plan

2021-2025

Easy English

Hard words

This book has some hard words

The first time we write a hard word

The word is in **blue**

We write what the hard word means

You can get help with this book

You can get someone to help you

- Read this book
- Know what this book is about
- Tell us what else we can do to support people with disability

About this book

Macedon Ranges Shire Council wrote this book

We work on Aboriginal land

We respect Aboriginal elders

This book is a Disability Action Plan

It says how we will make access and inclusion better for people who live, work or visit
Macedon Ranges

We have also written a Health and Wellbeing Plan

The things that we say in this book are also in the Health and Wellbeing Plan

Access means information and places are easy for people with disability to use

Inclusion means everyone feels like they can join in

Both plans will go from 2021-2025.

About a Disability Action Plan

The [law](#) says that there are some things that Council must do. Laws are rules that we must obey. The law says we must

- respect everything about you, including:
 - your age
 - your gender
 - your sexuality
 - your cultural background, religion or faith
 - whether or not you are married
 - whether or not you have a disability
- provide information in a way that is right for you
- support you to take part in the community
- respect your privacy

We want everyone with disability to feel like they can join in the same as everyone else

We will work to help people in our community

- be safe
- be proud of who they are
- be kind to others
- be healthy and well
- give children a good start in life

At Council we will

- have staff who are well trained and who are good at their jobs
- have a good way of working with people who make enquiries. [Enquiries](#) are questions.
- offer different ways for people to have a say
- listen to the things that people tell us
- work with other [organisations](#) in the community. Organisations are where people work.
- be prepared to change the way we work if there is a problem

- always work hard to make sure our services are good

Things we will do to help people with disability

There are five areas in the Disability Action Plan

1. Joining in
2. Safe and healthy
3. Helping people to know about disability
4. Access to buildings and places
5. Work

1. Joining in

Council will

- Support families and carers of babies with disability to join parent groups and playgroups
- Help children with disability to learn skills, get support and to move between kindergarten and school
- Teach more children [Auslan](#). Auslan is the sign language some deaf people use to communicate
- Teach more children [Key Word Sign](#). Key Word Sign helps some people to learn and understand words
- Learn about the supports that a person with disability needs to join in
- Help young people with disability to join the Youth Spaces Program
- Help young people with disability make friends at other programs and groups
- Help sporting clubs to be inclusive
- Work with other community groups and clubs to help them to be inclusive
- Help more people in the community to share ideas with each other and with Council
- Help people with disability use Council programs and [grants](#). Grants help groups and clubs to get money for projects.

2. Safe and healthy

Council will

- Work toward a community where all people are safe – no one is allowed to hurt you
- Have information on our website about [rights](#) and who you can talk to if you feel unsafe or have been hurt. Rights are things that everyone should be able to get, have or do.
- Help people with disability in an [emergency](#). We will keep a list of people who may need more help in an emergency. Emergency is when a bad thing happens and you need help – for example a fire, a bad storm or a flood.
- Have places to go and be active
- Have information on our website about staying safe and healthy
- Offer programs that teach families how to help their babies and children with disability to learn and grow
- Support families to understand different types of disability and how to get support for children with disability early
- Provide services to help keep people healthy – for example, when you have a baby or when you need a [vaccine](#). A vaccine can help you to not get sick.

3. Helping people to know about disability

Council will

- Teach our staff about the needs of people with disability
- Support staff to make sure children and young people with disability are included
- Help the community to understand disability
- Help people know about the [National Disability Insurance Scheme](#). The National Disability Insurance Scheme is called the NDIS. The NDIS helps people with disability, their family, carers and the community.
- Help people to see how people with disability make communities better
- Tell people about programs and activities that other [organisations](#) offer to people with disability. Organisations are where people work.
- Tell other carers about things that might help them

4. Access to buildings and places

Council will

- Make sure builders follow [standards](#) so that new buildings are accessible. Standards are like rules. We will give builders a standards book with rules to build new buildings in an accessible way.
- Tell people about our [Changing Places](#) toilets in Gisborne, and where to find other accessible toilets. Changing Places is a large bathroom with a toilet with side rails, a high bench, a hoist to lift the person and a place to sit down.
- Tell people about grants to make work places accessible. Grants help people get money for projects.
- Tell people about which Council buildings have products to help people hear, like a Hearing Loop System and sound panels
- Help people to understand and follow laws about keeping pathways clear for good access
- Make more accessible car parks
- Make more good footpaths in places where people need them
- Ask the government for money to make more buildings and places accessible
- Ask the government for more public transport
- Ask the government to build [social housing](#) in the shire. Social housing provides homes to people in need.

5. Work

Council will

- Offer work experience for young people with disability
- Look at how we support people with disability to work with us, and try to do better
- Help other workplaces to understand disability, and access and inclusion. This will help more people with disability to get work experience and jobs.

How we will make the Disability Action Plan work

The Disability Action Plan and the Health and Wellbeing Plan will work together. There are some things that are the same in both books.

We will

- Start to do the work on the plans
- Check the work
- Change things if we need to.

We will tell you

- If we have met our goals, or
- If there is more work to do