

# Inclusion plan

2019–22

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stonningtoncouncil



StonningtonNews



City of  
**STONNINGTON**

## How to use this document



Stonnington Council wrote this document.  
When you see the word 'we', it means  
Stonnington Council.



We have written this information in an easy  
to read way.

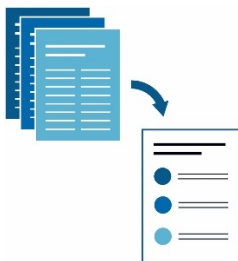
We use pictures to explain some ideas.



We have written some words in **bold**.

We explain what these words mean.

There is a list of these words on page 28.



This Easy Read document is a summary  
of another document.



You can find the other document on our  
website at [www.stonnington.vic.gov.au](http://www.stonnington.vic.gov.au)



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

## Acknowledgment of Country



We recognise Aboriginal and Torres Strait Islander peoples as the traditional owners of our land – Australia.



We respect all the Aboriginal and Torres Strait Islander **Elders** of Melbourne. They are strong and wise.



An Elder is a respected member of the community. They understand their culture. And they are allowed to speak about their culture.

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## Our changing city



Our community is growing.



And people in our community are getting older.

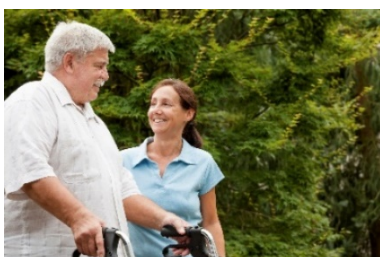
As people get older, they can have problems with:



- their sight



- their hearing



- walking and getting around.



There are also more people living with disability in Stonnington each year.

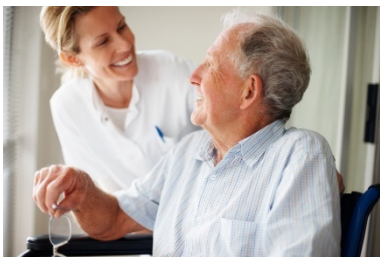
In 2011, there were 3,017 people who needed help each day because:



- they had a disability



- they had been sick for a long time



- of old age.



In 2016, the number of people needing help grew to 3,463.



There are more than 8,500 **unpaid carers** in our community.



Unpaid carers:

- look after people who need support
- don't get paid for the support they give
- are usually family members.

## Why we wrote this plan



We want Stonnington to be **inclusive**.

If something is inclusive, everyone can take part.

We want everyone to:



- be happy and healthy



- feel respected



- feel like they belong



- feel like they are an important part of their community



- be able to take part in their community.





We know many people in our community don't have the same chance to take part as other people.



This includes people living with disability.

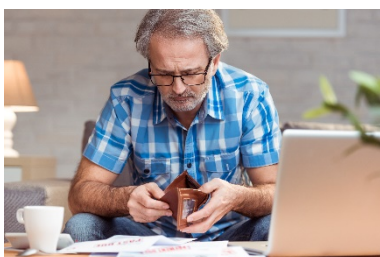
We know that people living with disability in Stonnington:



- find it harder to get a job



- find it harder to take part in education



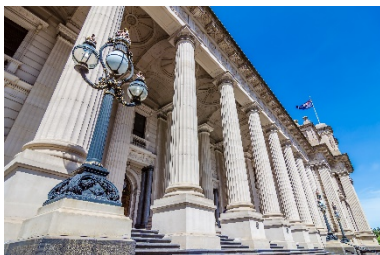
- often don't have as much money as people without disability



- find it harder to take part in sports and activities in the community



- often live in **social housing**.



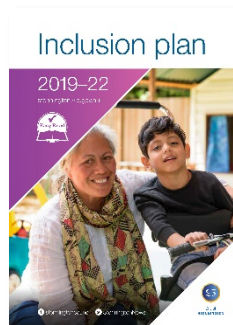
People who live in social housing live in homes provided by the government.



Social housing is for people who don't have much money.



The cost to live in social housing is lower.



Our plan explains how we will support people living with disability to take part in their community.

We will also support their:



- families



- carers.

We need to make sure people living with disability, their families and carers:



- are treated fairly



- have the same opportunities as everyone else



- are treated with respect.

## How we made this plan

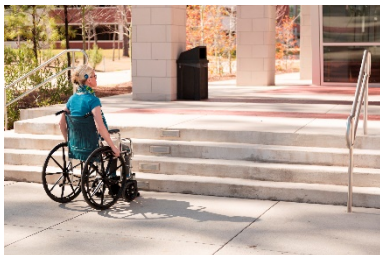


We looked at what stops people living with disability from taking part in our community.

We looked at:



- what other people in the community think about people living with disability



- physical things that stop people from taking part, like buildings that aren't **accessible**.



When something is accessible, everyone can use it.





This might be:

- a place or a building
- transport
- a service
- information
- a website.



We looked at the laws and rules that tell us how to support people living with disability.

These laws and rules talk about:



- the rights of people living with disability

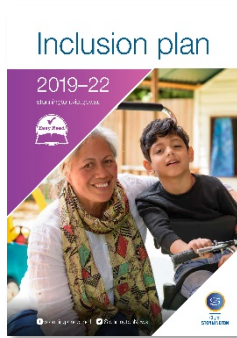


- how to make places more accessible



- how to make communities more inclusive.

## What the community told us



We asked the community what they thought should be in the plan.

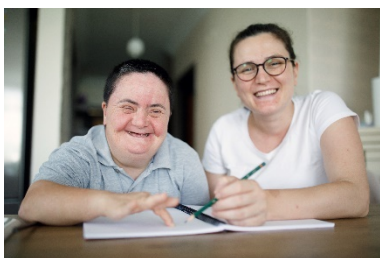


People could tell us what they thought in an online survey.



We also held 9 workshops.

In the workshops we talked to:



- people living with disability



- people who care for someone living with disability



- organisations that work with people living with disability



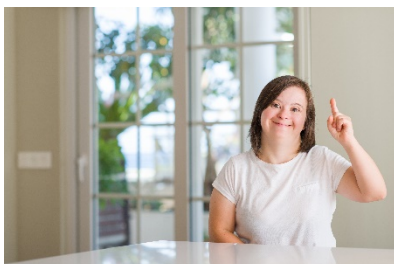
- the Access Stonnington Committee



- Council staff.



People told us that there are lots of good things about living in Stonnington.



But there are things that could be better.

People told us:



- public transport needs to be more accessible in some areas



- buildings need to be made more accessible



- parks and playgrounds need to be more accessible



- there aren't enough programs to support people living with disability



- homes cost too much money





- there aren't enough local jobs



- people living without disability don't understand how the things they do can affect people living with disability.

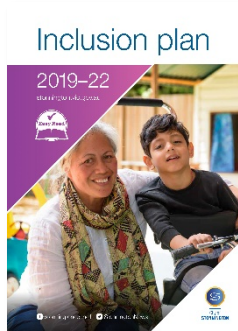


For example, when people without disability park in accessible car spaces.

## What we are doing now



We already support people living with disability and their families in different ways.



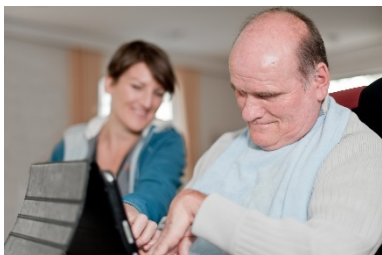
We put plans like our *Inclusion plan* in place.



We have the Access Stonnington Committee.



We have a disability and inclusion staff member who tells us and the community the best way to support people living with disability.



We provide services and activities for people living with disability and their carers.



We give people information about disability services through the Disability directory on our website.



We support projects like Changing Places – a project that puts adult change tables into public toilets across Australia.



We make our community places and spaces more accessible, including our libraries and parks.



We make our community events accessible.



We celebrate the great things people living with disability have done.



We train our staff to make sure people living with disability feel included.



We give people living with disability the chance to **volunteer** with us.

When you volunteer, you choose to work for free.



Our website is accessible.



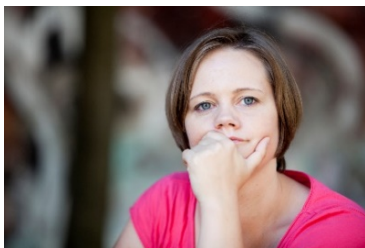
## What we want to do next



We want everyone in Stonnington to be able to take part in the community.



We will focus on 4 areas to achieve this.



**1. We will help the community understand what it's like to have a disability.**



**2. We will lead the way and support inclusion.**



**3. We will support more people living with disability to take part.**



**4. We will listen to what people living with disability, their families and carers want and need.**

We talk about what we will do in each of these 4 areas on the following pages.

## 1. We will help the community understand what it's like to have a disability

We will:



- train our staff about what an inclusive community is



- train childcare staff about how to support children with disability



- add technology to our website that helps people find services in their area



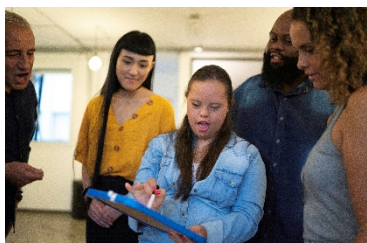
- make sure information about our services is accessible



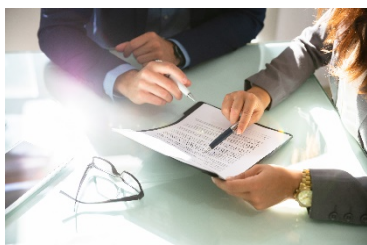
- help local businesses and services be more accessible



- teach the community about disability



- make sure there are more opportunities to work with **social enterprises** – businesses that help make the community a better place to live



- **review** our **policies** to make sure they are supporting an inclusive community.



A review is when you look over something to see how well it has been going.



Policies are plans for how things should be done.



Our review will make sure that organisations who use our services also know to support an inclusive community.

## 2. We will lead the way and support inclusion

We will:



- use stories from our community to celebrate the different people we have



- ask childcare centres and playgroups to include children with disability



- ask organisations that work with us to make sure everyone can take part in their activities



- celebrate businesses that are accessible and inclusive



- work with organisations to support people living with disability who want work experience.



### 3. We will support more people living with disability to take part

We will:



- make a plan for how Council childcare centres will become accessible



- support Changing Places to do more work in our community



- create more jobs and chances for people living with disability to get work experience at the Council



- ask community groups and clubs to welcome:
  - people living with disability
  - people from different backgrounds



- give children with disability more chances to take part in school holiday activities.

#### 4. We will listen to what people living with disability, their families and carers want and need

We will:



- give the community information about changes to disability services



- help people plan events and activities that are accessible



- give our customers living with disability a better experience when they deal with us



- help people find accessible transport using smartphone apps



- help people understand how important accessible footpaths and parking are



- create more ways people living with disability can volunteer with us



- give people living with disability ways to tell us about things that stop places from being accessible.

## Word list



### **Accessible**

You can go into a place or building. You can use a service or get information.

### **Elder**



An Elder is a respected member of the community. They understand their culture. And they are allowed to speak about their culture.



### **Inclusion**

People living with disability can take part in all the activities that are available in a city.



### **Policies**

Plans for how things should be done.



### **Review**

A review is when you look over something to see how well it has been going.





## **Social enterprises**

Businesses that help make the community a better place to live.



## **Social housing**

Homes where you pay less rent. The government provides these homes. They are for people who don't have much money.



## **Unpaid carers**

Unpaid carers are:

- not paid for the support they give
- usually family members.



## **Volunteer**

When you volunteer, you choose to work for free.

## Contact us



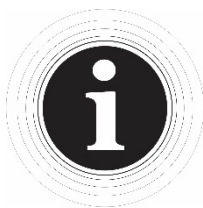
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