



Disability Inclusion and Access Plan: 2026 to 2028

EASY READ VERSION

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About this document

This is an Easy Read document.

Easy Read uses:

- simple words
- short sentences
- pictures to explain ideas.

You can ask someone to help you read this document.

Acknowledgement of Country

City of Palmerston acknowledges the Larrakia People.

They are the Traditional Owners of the land.

We respect Elders past and present.

We also respect all Aboriginal and Torres Strait Islander people.

Who helped make this plan

We worked with:

- people with disability
- carers and families
- community groups
- local organisations.

We thank everyone who shared their ideas.

Introduction

City of Palmerston wants everyone to feel welcome.

This includes people with disability.

What we want to do

City of Palmerston wants to make things better for people with disability.

We will:

- listen to people with disability
- help people share their ideas
- support people to join programs, events, and activities
- support local businesses to be more accessible
- support job opportunities for people with disability
- improve buildings, parks, and public spaces
- provide different ways to communicate
- make inclusion part of everything we do.

Key Terms

People with disability



- People who may find some things harder to do.

Access



- Being able to use places, services and information.

Inclusion



- Making sure everyone feels welcome and can take part.

Discrimination

**STOP
DISCRIMINATION**

- Treating someone unfairly because of who they are.

Universal design



- Designing places and services so everyone can use them.

Laws and regulations

There are laws that protect people with disability.

These laws say:

- people must be treated fairly
- people must not be excluded
- places and services should be accessible.

City of Palmerston follows these laws.

There is a law called the **Disability Discrimination Act**.

This law says people cannot be treated unfairly because of disability.

You can find more information in the full DIAP document.

Our principles

Easy to see and understand

We want people to see and understand accessibility.

We will:

- provide clear signs and information
- include people with disability in our events
- show people with disability in our photos and information
- support people with disability to work at Council.

Working together

We work with people to make things better.

We will:

- listen to people with disability
- include people with disability in decisions
- support local organisations and businesses
- work together to improve access and inclusion.

Part of everything we do

Inclusion is part of all our work.

We will:

- review buildings and services regularly
- include accessibility in our plans and policies
- provide training for staff
- think about all types of disability.

Always improving

We want to keep getting better.

We will:

- check how we are going
- report back to the community
- listen to feedback
- make changes when needed.

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Goals and actions

Being involved in the community

People with disability should be able to take part in the community.

We will:



- make it easier to join meetings and groups
- help people share their ideas
- include people with disability in decisions
- share information in ways people can understand
- encourage people to take part in leadership roles.

Events and activities

People with disability should be able to join events and activities.

We will:



- provide clear information
- include accessible toilets and drop-off areas
- provide quiet spaces where possible
- ask for feedback to improve events.

Jobs and opportunities

People with disability should have fair access to jobs and work opportunities.

We will:



- make recruitment fair and accessible
- review our employment and volunteer policies
- support organisations that employ people with disability
- work with local businesses to improve access and inclusion.



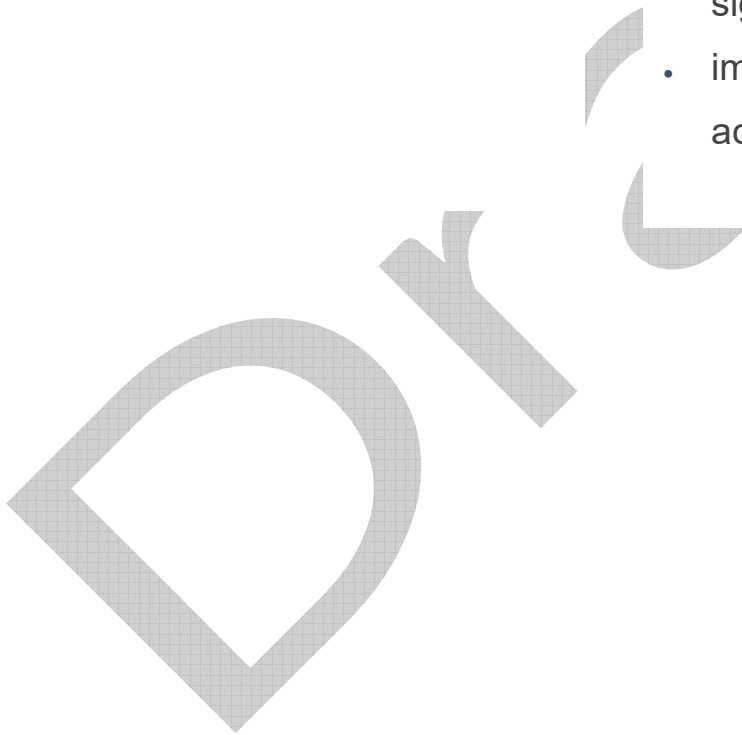
Buildings

People with disability should be able to use buildings and public spaces.

We will:



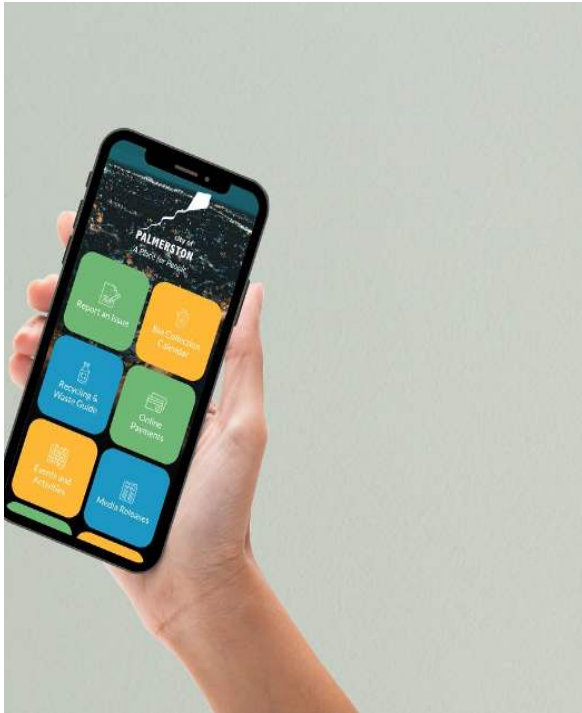
- check buildings and spaces regularly
- improve places when needed
- make sure new projects are accessible
- listen to feedback to improve access
- provide clear and easy to read signs
- improve transport and parking access.



Communication

People with disability should be able to get information in ways that work for them.

We will:



- check our website to make sure it is easy to use
- provide information in different formats
- use technology to help people find accessible places
- share information in different ways.



Council staff and services

Council staff should understand disability and inclusion.

We will:



- provide training for all staff about disability and inclusion
- learn from people with disability and their experience
- make sure our online services are easy to use
- include access and inclusion in our everyday work
- look for ways to improve our documents and services.

What people told us

People told us:

- information is not always easy to understand
- more communication is needed
- schools should be included
- people need better access to services and jobs
- workplaces should use more accessible technology.

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