

# Fairfield City Council

## Disability Inclusion Action Plan 2022–2026

Easy Read version



## How to use this plan



Fairfield City Council wrote this plan. When you see the word 'we', it means Fairfield City Council.



We wrote this information in an easy to read way.

We use pictures to explain some ideas.

**Bold**  
Not bold

We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these bold words mean.

There is a list of these words on page 26.



This Easy Read plan is a summary of another plan.

This means it only includes the most important ideas.



You can find the other plan on our website.

[www.fairfieldcity.nsw.gov.au/Community  
/Our-People/People-with-Disability](http://www.fairfieldcity.nsw.gov.au/Community/Our-People/People-with-Disability)



You can ask for help to read this plan.

A friend, family member or support person may be able to help you.

## What's in this plan?

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## What we want for Fairfield City



We want to make Fairfield City more **accessible**.



When the community is accessible, it is easy to:

- find and use things
- travel around.



We also want to make Fairfield City more **inclusive**.



When the community is inclusive, everyone can:

- take part
- feel like they belong.



If Fairfield City is accessible and inclusive, we can help people do more day-to-day things for themselves.

This also helps:



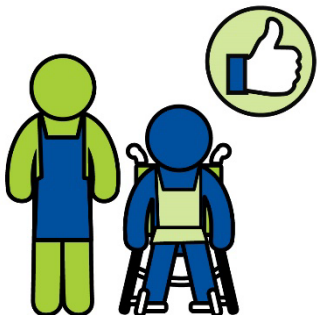
- older people



- people who use wheelchairs or prams.



It's also important for local businesses and services to be accessible and inclusive.



Finding and keeping a job can also help people feel like they belong.

We want Fairfield City to be a place where people with disability can share their:



- skills



- knowledge

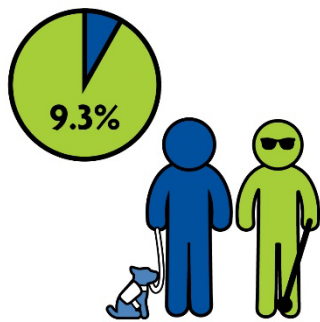


- experience.



Our community will be stronger if we listen to people with disability.

## About Fairfield City



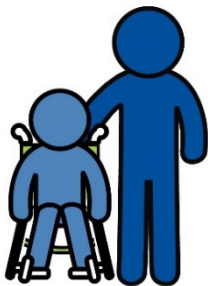
In 2021, 9.3% of people in Fairfield City:

- had a disability
- needed support with day-to-day activities.



11.5% of people in Fairfield City also provided unpaid care for another person in 2021.

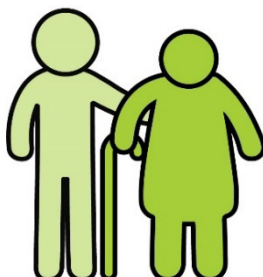
This included caring for a:



- person with disability



- person with a health problem that will last a long time



- older person.

65+



In 2016, more than half of all people with disability were aged 65 years or older.



And 1 in 6 people with disability in Fairfield City had:

- studied
- finished a course.

13,359



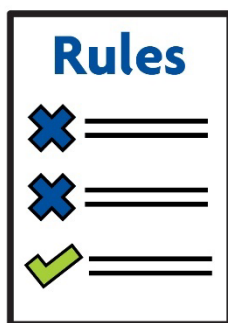
In 2016, 13,359 people who live in Fairfield City:

- were born overseas
- need support with day-to-day activities.

## What we need to do



We have a law in New South Wales called the *Disability Inclusion Act 2014* (the Act).



The Act explains the rules that everyone must follow.

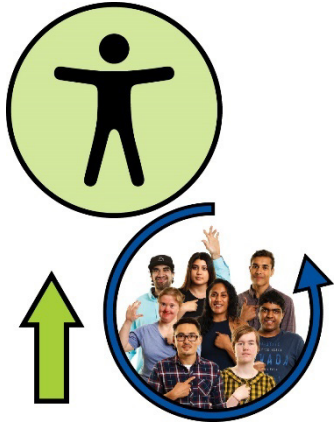


The Act makes sure people with disability in New South Wales are treated fairly.



The Act says we must have a Disability Inclusion Action Plan.

We call it a Plan.



There are also different ways we can make Fairfield City more accessible and inclusive.



We need to support good **attitudes** and behaviours in the Fairfield City community.

Our attitudes are what we think, feel and believe.



We need to listen to the community.

This will help us to understand what people who live in Fairfield City need.

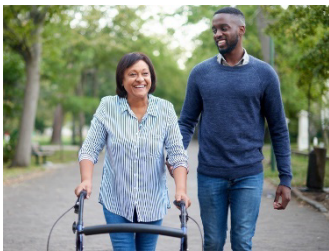


We can use this information to make sure our decisions and plans will work well for our community.

This includes making sure our:



- services are inclusive



- public spaces are accessible.



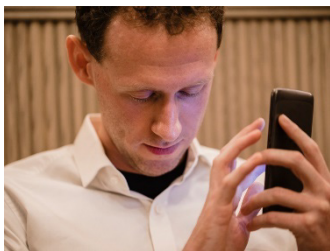
We also need to work with other organisations to achieve our goals.

## How did we make our plan?



We asked the community how we can be more accessible and inclusive.

We heard from:



- people with disability



- their families and carers.

We also talked to:



- disability organisations



- Fairfield City Council staff.



We included everyone's ideas in our new Plan.



We thank everyone who shared their ideas with us.

## Our Disability Inclusion Action Plan



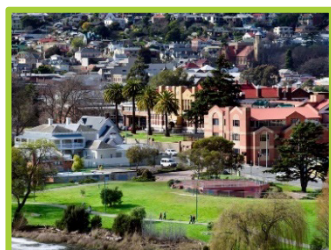
Our Plan explains how we will make Fairfield City more accessible and inclusive.

**Themes** are important ideas that come up in different areas of our work and lives.

Our Plan has 4 main themes.



**1.** Good attitudes and behaviour



**2.** Communities that are good to live in



**3.** Helping people with disability get good jobs



**4.** Our services and way of doing things

Each theme talks about:



- our goals for that theme



- what we will do.

# 1. Good attitudes and behaviour

## What is our goal?



We want the community to have good attitudes and behaviour towards people with disability.

And understand how important it is to be inclusive.



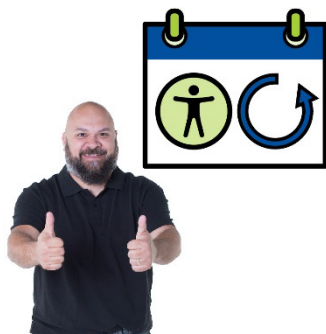
We also want our staff to understand disability better.

## What will we do?

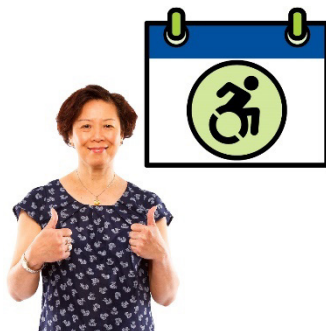


We will share information with the community about the needs of people with disability.

We will also support events that:



- are accessible and inclusive



- celebrate people with disability.



We will speak up about making places and spaces more accessible and inclusive.



We will keep training our staff to understand the needs of people with disability.

## 2. Communities that are good to live in

### What is our goal?



We want Fairfield City to be accessible.



This will make it easier for people to travel around.



We want our events to be accessible and inclusive.



And we want our community activities and services to be accessible.



We also want to support businesses to make their buildings more accessible.

## What will we do?

We will keep making public spaces accessible, including:



- buildings



- parks and playgrounds.

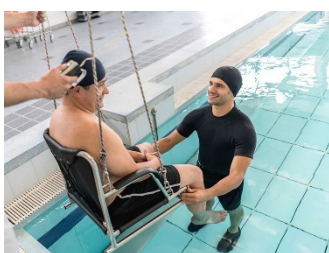


We will make sure people with disability can find and use services in our community.



This includes the Fairstart Early Intervention program.

This program supports young children with disability to take part in the community.



We will make sure other services are accessible.

For example, swimming pools.

### 3. Helping people with disability get good jobs

#### What is our goal?



We want Fairfield City Council to be a place where people with disability want to work.



We can do this by being inclusive when we hire people.

We also want to help people with disability:

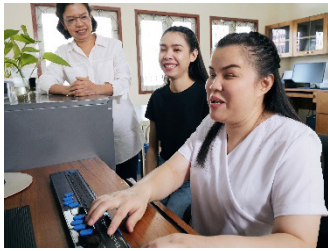


- get training



- find and keep a job.

## What will we do?



We will make sure we give people with disability chances to work at Council.



We will work with local businesses to help them understand why it is good to hire people with disability.



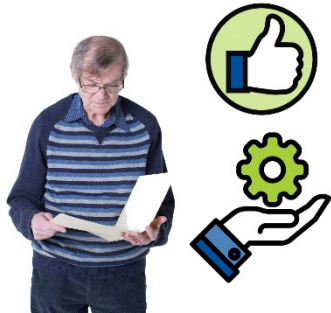
We will also support people with disability to grow their job skills as **volunteers**.

Volunteers are people who work but don't get paid.

Volunteers usually do work that helps other people.

## 4. Our services and way of doing things

### What is our goal?



We want it to be easier for people with disability to find and use our services.



We also want to work well with other organisations to deliver accessible and inclusive services.

## What will we do?

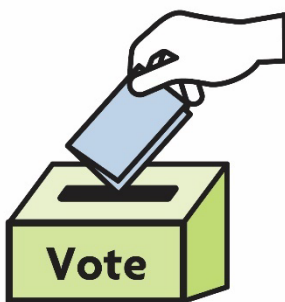


We will make sure our information is accessible.

This includes information on our website.



We will make sure people with disability can share what they think about our work.



We will make sure our local elections are inclusive and accessible.

## Making sure our Plan works well

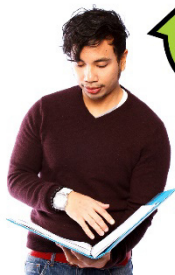


Our Plan will last for 4 years.

We will check our Plan every year to find out what:



- is working well



- we need to change.



We will also write a report every year.



We will share this report with the community.

## Word list

This list explains what the **bold** words in this document mean.



### **Accessible**

When the community is accessible, it is easy to:

- find and use things
- travel around.



### **Attitudes**

Our attitudes are what we think, feel and believe.



### **Inclusive**

When the community is inclusive, everyone can:

- take part
- feel like they belong.



### **Themes**

Themes are important ideas that come up in different areas of our work and lives.



### **Volunteers**

Volunteers are people who work but don't get paid.

Volunteers usually do work that helps other people.

## Contact us



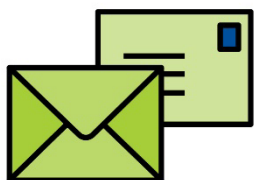
You can call us.

**(02) 9725 0222**



You can send us an email.

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You can write to us.

PO Box 21

Fairfield NSW 1860



You can visit our website.

**[www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au)**



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