

# Easy English

Disability Access and Inclusion Plan.

2023 - 2028



## Our plan to include you

The words **we**, **us** and **our** in this book mean

**City of Subiaco.**

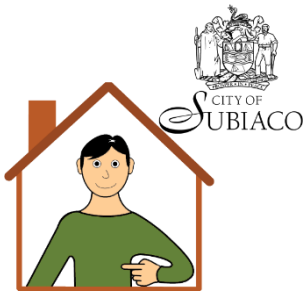
We say **the City.**





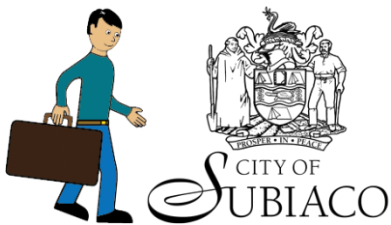
## We care about you

We want to make things better for everyone.



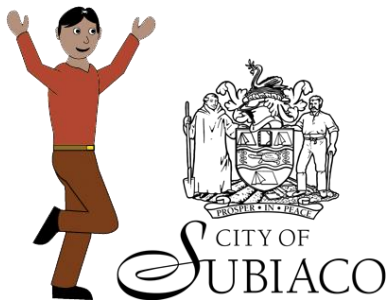
Like people who

- live in the City



or

- work in the City



or

- visit the City.



The City is made up of 4 suburbs

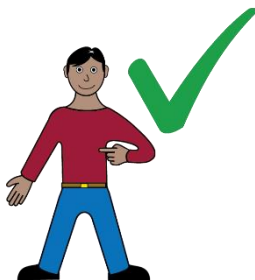
- Subiaco
- Daglish
- Jolimont
- Shenton Park



We try to make things better for

- people with disability

**and**



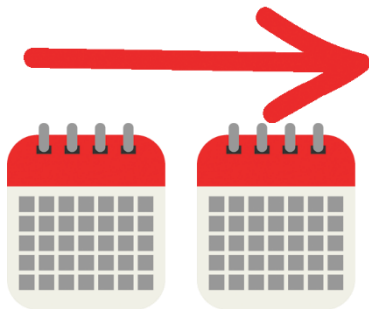
- people with no disability.



## What disability means



**Disability** is when you have a health problem that



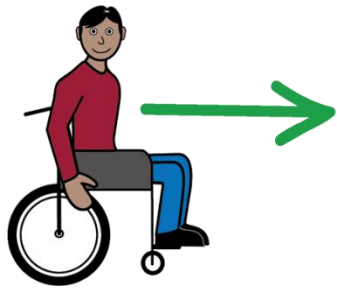
- lasts for a long time

or

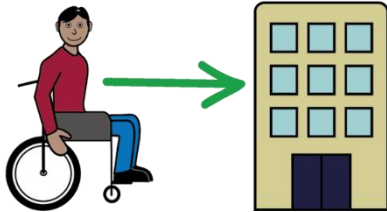
- lasts forever.



The disability can make it hard to do every day things.

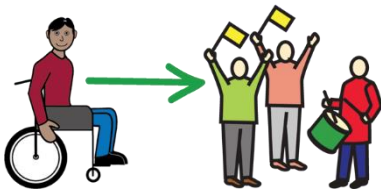


## What access means

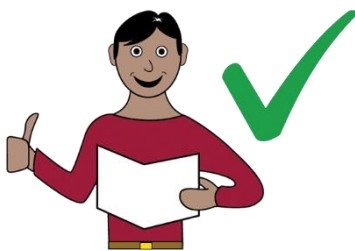


**Access** is when you can

- go to our places

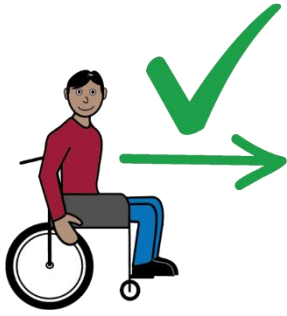


- go to our events



and

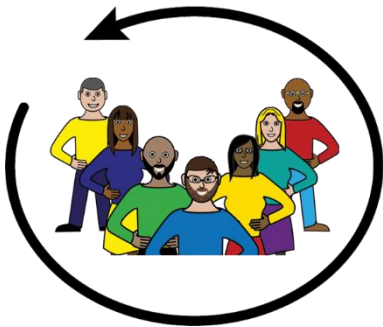
- use our services.



When access is good we say it is **accessible**.

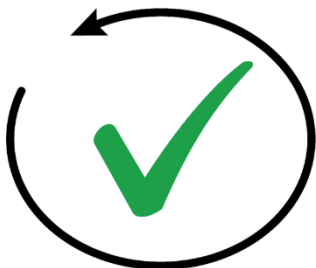


We say **accessibility**.



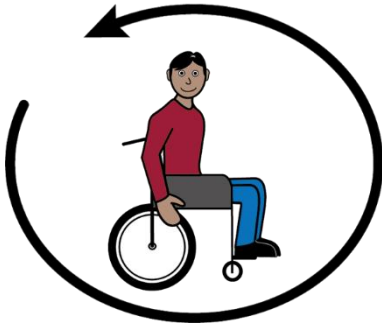
## What inclusion means

**Inclusion** means you feel like you are part of the community.



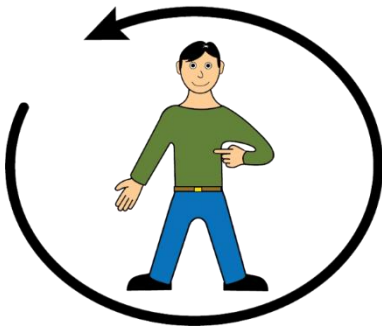
When inclusion is good we say it is **inclusive**.

We say you are **included**.



We want everyone to feel included. Like

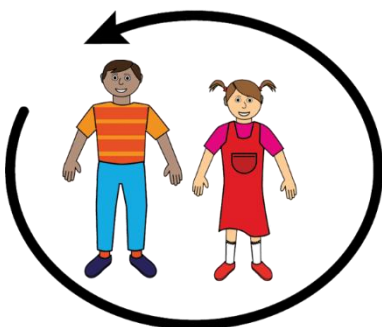
- people with disability



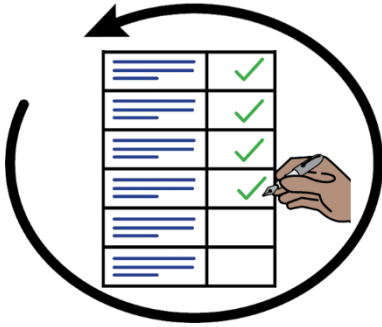
- people with no disability



- older people



- and**
- young people.

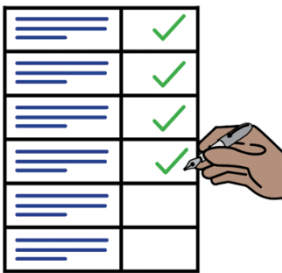


## Our plan

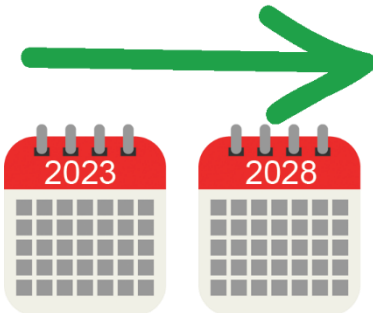
We have a plan to include everyone.

This book is about our plan.

We say our **Disability Access and Inclusion Plan** or **DAIP**.



We write a plan every 5 years.

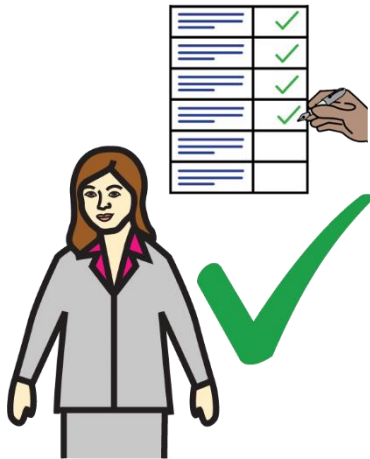


This plan starts in 2023.

It ends in 2028.

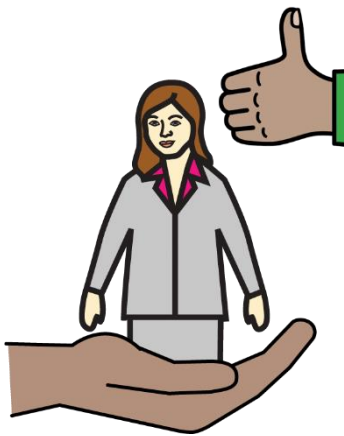
We write a new plan in 2029.





We will make sure our workers

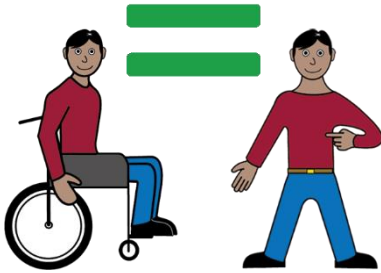
- know the plan
- and**
- follow the plan.



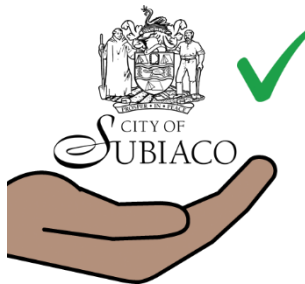
We will help them understand what to do.



## Goal 1. You can access services and events



Everyone must have the same chance to



- use our services

and



- go to our events.

## Our events

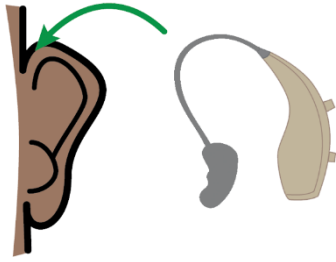


We plan events for you to go to.

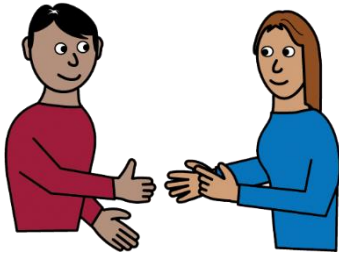
We want to make our events accessible.



We will write a plan that says how to make events accessible.



You may be deaf or hard of hearing.



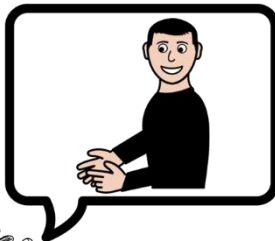
You may use Australian sign language.

We say **Auslan**.



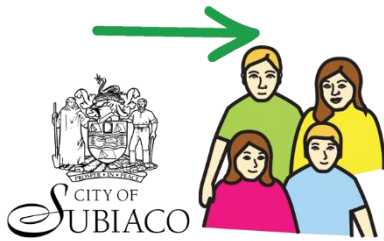
We will get an Auslan interpreter for some of our events.

The Auslan interpreter uses sign language to say what is happening.

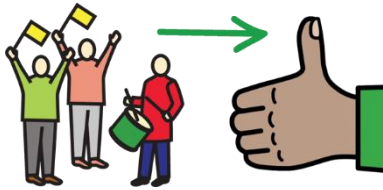


We will tell the Deaf community about our Auslan interpreted events.



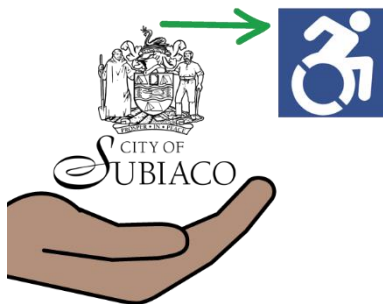


We will talk to families of children with disability.



We will tell them about our events.

We will ask how we can make them better.



## **Our services and programs**

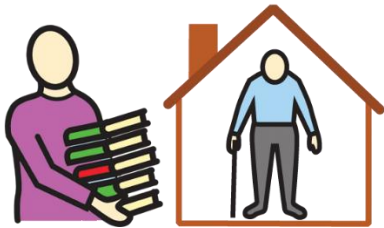
We also have services you may use.

We want to make our services accessible too.



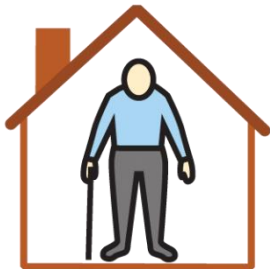
## You can get support from your library

We have volunteers who work at the library.

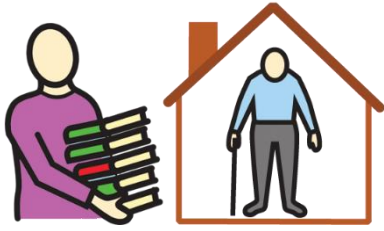


They bring books to people who can **not** go out of their home.

We call this our **Books on Wheels** program.



We say the person is a **housebound resident**.



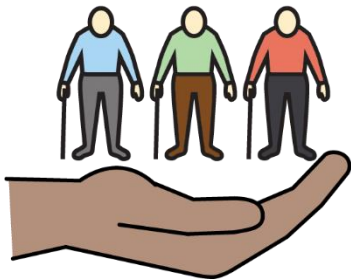
We want more people to know about  
Books on Wheels.



We want to

- get more volunteers

**and**

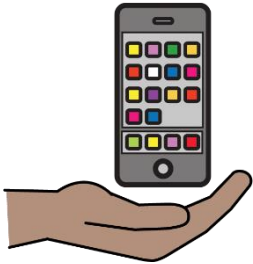


- help more housebound residents.

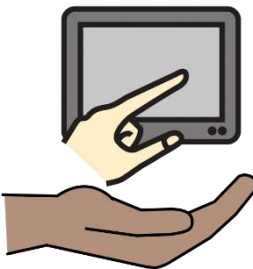


We can help you learn to use **technology**. Like

- your laptop



- your smart phone



- your iPad **or** tablet device.

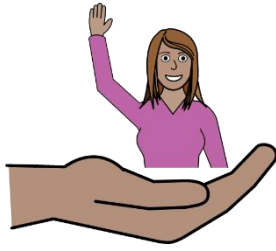


Our library worker runs a session to teach you.

We say they give you **digital education**.

We call this our **digication** program.



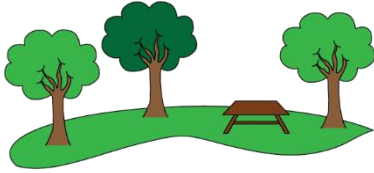


We will find a volunteer to help with the digication program.

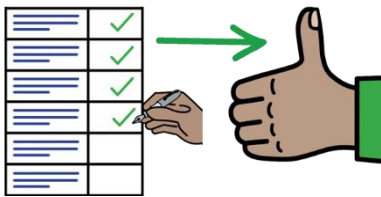


The volunteer can give you **one on one** help.

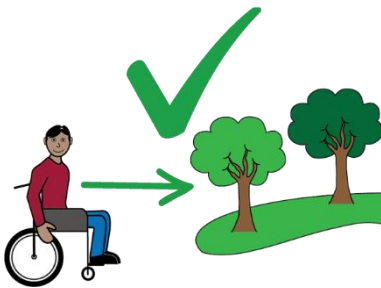
## You can get support to move



We will look at grass areas that you may use.



We will write a list of how to make them better.



Like we will make sure wheelchair users can go on our grass areas.



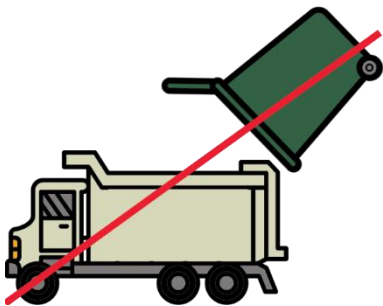
The grass must be strong and safe for wheelchair users.



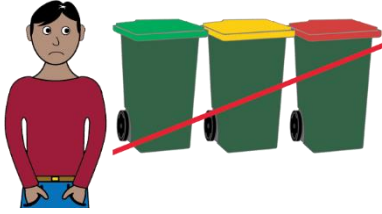
You must take your bins out to the kerb on your bin collection days.



When your bin is **not** on the kerb



- we can **not** pick up your rubbish.



You may have a problem taking your bins out.



Like

- you have a disability

or



- you can **not** move well.



We can help you move your bins.

We say our **wheelie bin assistance service**.



We will tell people about our wheelie bin assistance service.



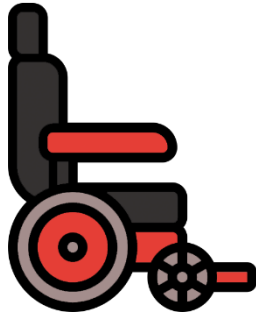
We want to help more people who need it.



You may use a **motorised mobility device**.

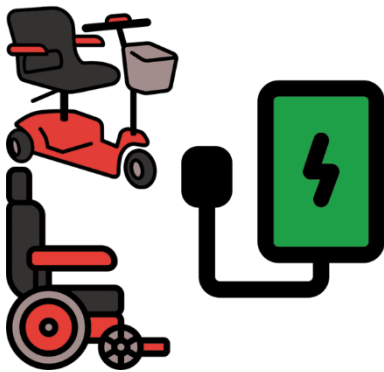
Like

- a scooter



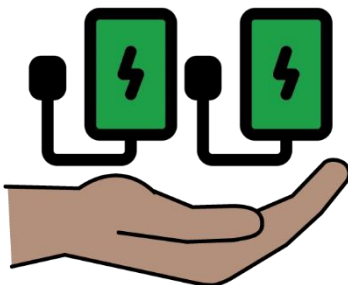
or

- an electric wheelchair.



We have places where you can charge your motorised mobility device.

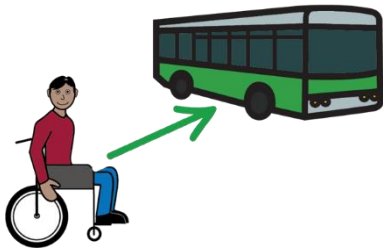
We say **Recharge points**.



We will look at more places to put

Recharge points.

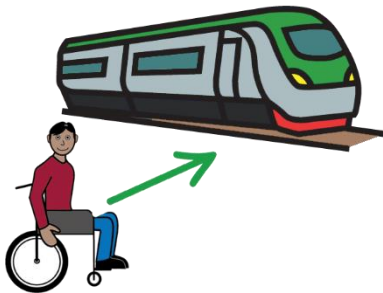
We want you to be able to go around the City.



Like you may

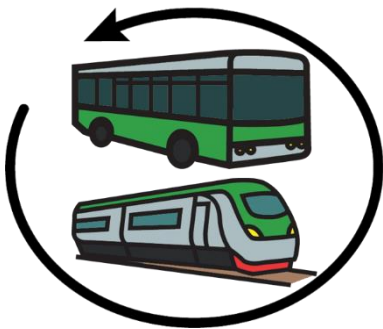
- ride a bus

or



- ride a train.

We say you use **public transport**.



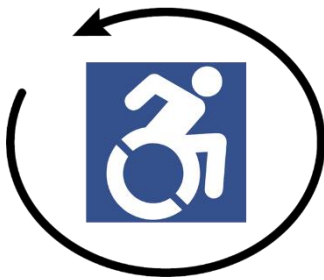
We want **public transport** to be safe and easy for everyone.

We say we will **advocate** for accessible public transport.



## We work with other organisations

We say we build **partnerships** with organisations in the City.



Organisations may want to run accessible and inclusive activities.

They can ask us for help.



Like

- they may ask us for money.

We say they apply for a **community grant**.

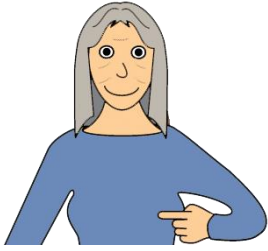
**or**

- they may ask us to work with them.

We say they apply for a **community partnership**.







## You are important

We want to show you are important.

We say we **celebrate** you.



We do events

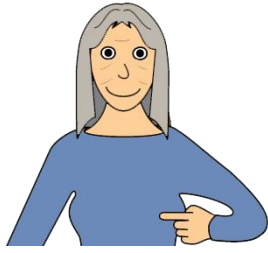


- in Seniors Week

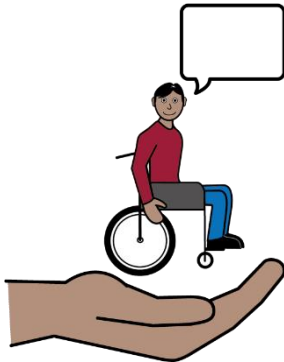
and



- on International Day of People with Disability.



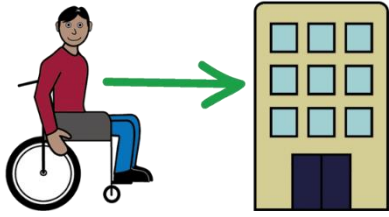
We want everyone to know you are an important part of our community.



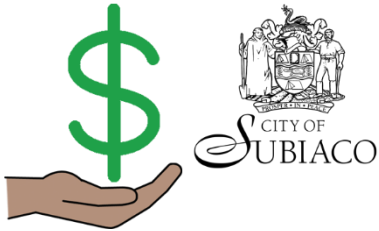
We will support people with disability to talk about their experience.



We will put photos of people with disability in our advertisements.

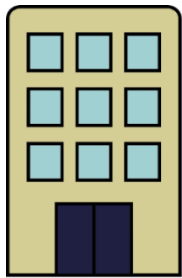


## Goal 2. You can go to our places



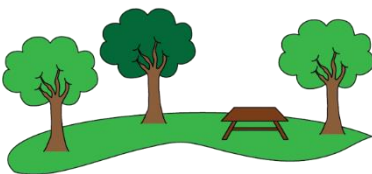
You may pay to use some of our places.

Like



- our buildings

or



- our parks

or

- our reserves.

We say you **hire** the place.



We will say what you need to know about our places.



Like

- it has accessible toilets

or



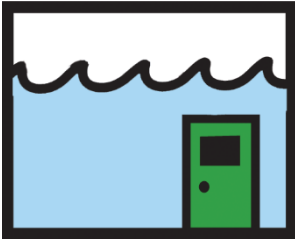
- it has ramps.

## Our indoor places



Sometimes there may be an **emergency** at our building. Like

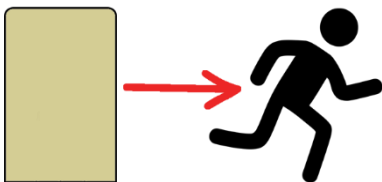
- a fire



- a flood



- a gas leak.



We may need everyone to move away from the building.

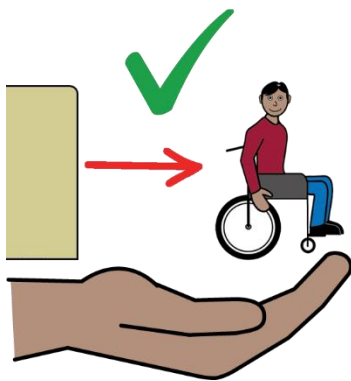
We say we **evacuate**.

We say there is an **evacuation**.



We have workers who are in charge of  
evacuating people.

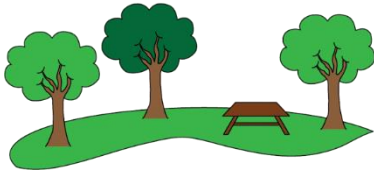
We say **wardens**.



We teach our wardens how to evacuate  
people with disability.

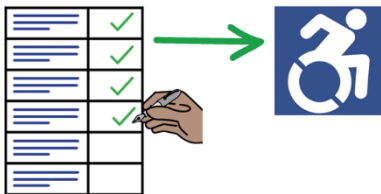
We say we give them **training**.

## Our outdoor places

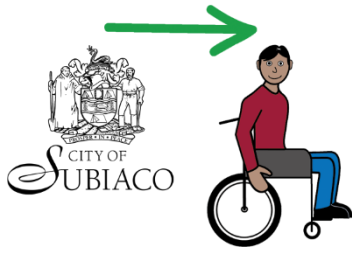


We have outside spaces you may go to. Like

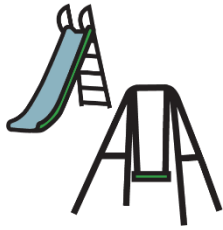
- parks
- gardens
- reserves.



We will plan them to be good for people with disability.

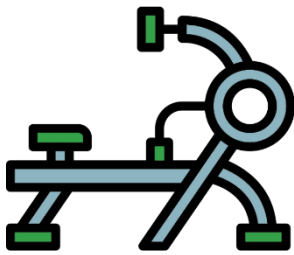


We will talk to people with disability about our play areas.



Like

- our playgrounds



- our exercise equipment



- our open spaces.

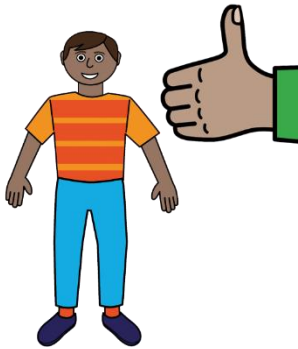




We will make our play areas

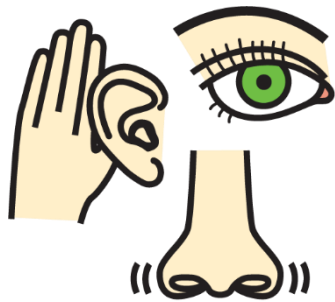
- good for older people

and



- good for young people.

We say they are **age friendly**.



When we build play areas

- we will think about how you may use your senses to play.

We say we consider **sensory design**.



We will check the signs on footpaths.



We will make sure the signs do **not** stop you moving safely.

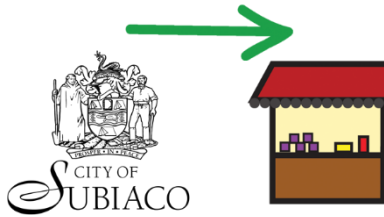


We will also check areas where lots of people walk.



We want to make sure these areas are safe.

## Other places in the City

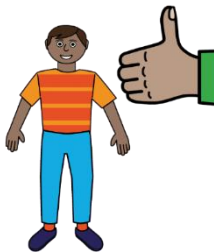


We will talk to businesses in the City.



We want them to be

- good for older people



- good for young people



**and**

- good for people with disability.



You may

- **not** be able to walk

or



- find it very hard to walk.



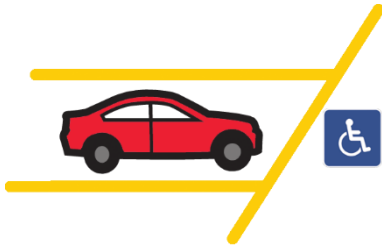
You may need to park your car in an **accessible parking space**.

We say an **ACROD parking bay**.



We will make sure our ACROD parking bays are good.

We say they comply with Australian standards.



You should **only** park in an ACROD parking bay when



- you have a disability that makes it hard to walk

and



- you use your own **ACROD parking permit**.



We make sure people do **not** park in an ACROD bay when they do **not** need one.



You may need an accessible toilet.



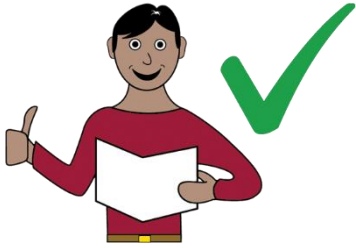
We will make sure

- our accessible toilets work

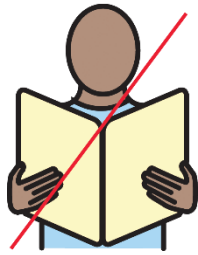
and



- our accessible toilets are open.



### Goal 3. You can get information how you want



You may find it hard to read our information.



Like

- you can **not** see it

or



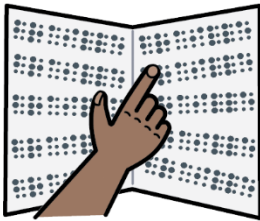
- you can **not** understand it.

You can ask for the information in another way.



Like

- in large print

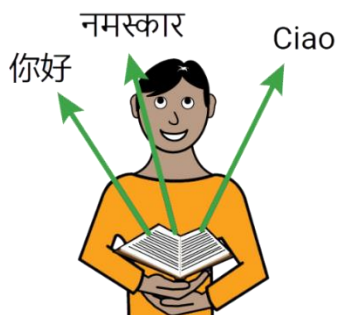


- in braille



- in audio.

We say you ask for the information in an **alternative format**.



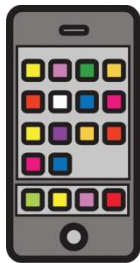
You can also ask for the information in a language that is **not** English.





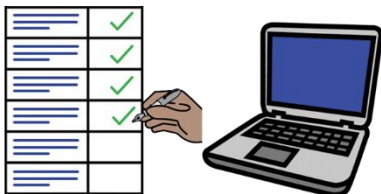
We have websites. Like

- City of Subiaco website
- See Subiaco website
- Lords Recreation Centre website



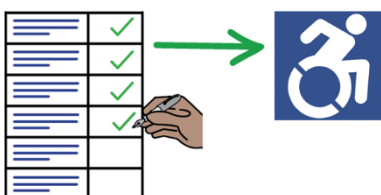
We use social media. Like

- Facebook
- Instagram



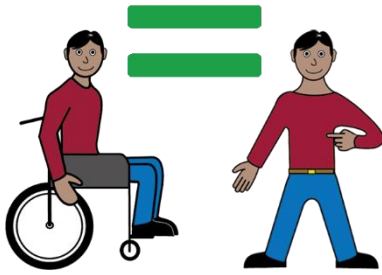
There are rules about what we put on the internet.

We say **Web Content Accessibility Guidelines** or **WCAG**.



We will follow the rules.

The rules make our online information better for people with disability.



## Goal 4. We treat you the same



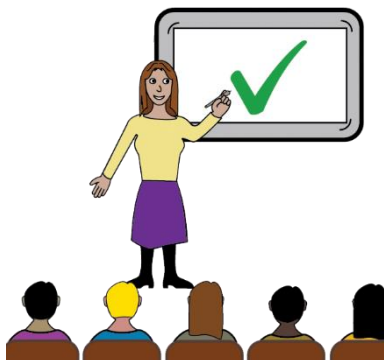
We must be good to you

- when you have a disability



and

- when you do **not** have a disability.



We teach our people how to treat you.

We want them to be **confident** at helping  
people with disability.



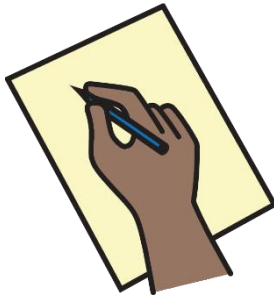
## Goal 5. You can complain about us



Sometimes you may **not** be happy with us.

You can tell us.

We say you make a **complaint**.



You can make a complaint in lots of ways.

Like

- you may write to us

or

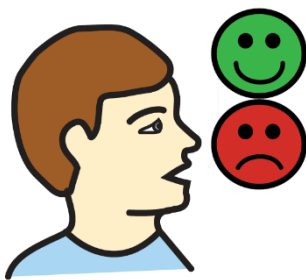


- you may talk to us out loud.

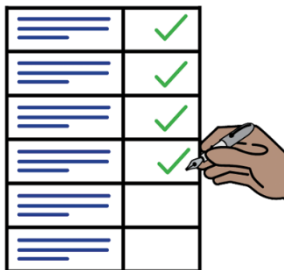


We will teach our workers what to do about your complaint.

We will try to fix your problem.



**Goal 6. You can have your say**



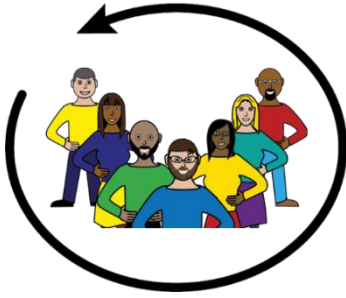
When we plan a big project



- we ask people to tell us what they think.

We say **public consultation**.

Public consultation helps us decide what to do.



We include people when our plans may affect them.



Like we talk to

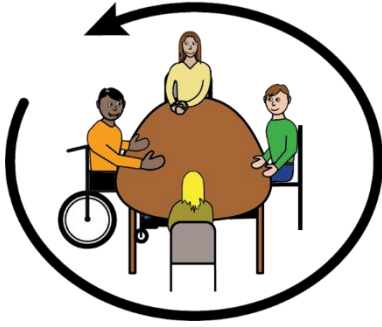
- people with disability



- older people



- the people who help them.



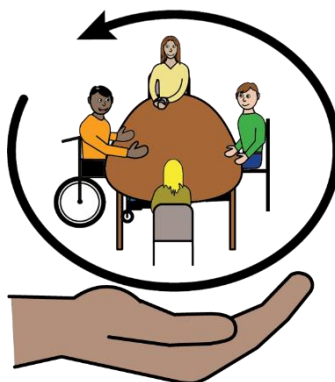
We have a group we can talk to about the things in this plan.

We say the **Disability Access and Inclusion Committee** or **DAIC**.

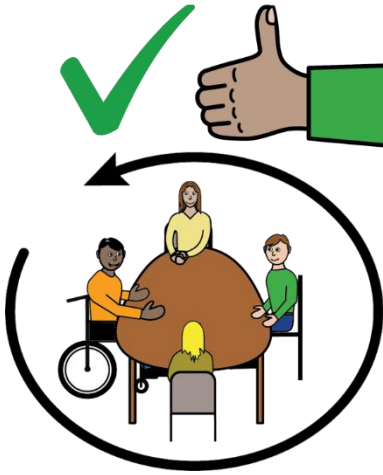


The committee helps us include everyone.

They help us make the City better.



We support the committee.



We will make sure people know about the committee.



We will tell

- our workers

and

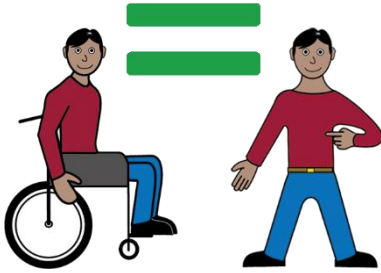


- people who live in the City.



## Goal 7. You can get a job

We want people with disability to work for us.

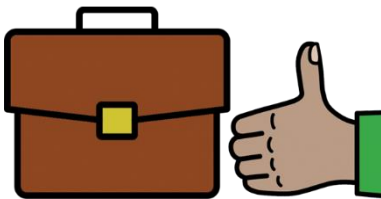


Everyone must have the same chance to



- get a job with us

and



- do well at the job.





We will work with other organisations. Like

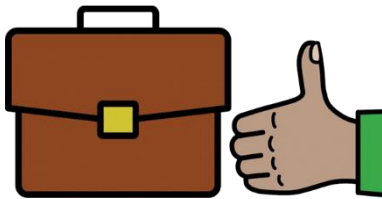
- **disability employment agencies.**



They may know people with disability who

- want a job

**and**

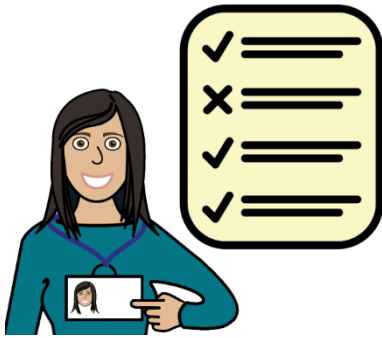


- can do a job we have.



We will also join the **Australian Network on Disability.**

We want to be good at hiring people with disability.



We will ask our workers what they think of us.

We say we conduct a **staff survey**.



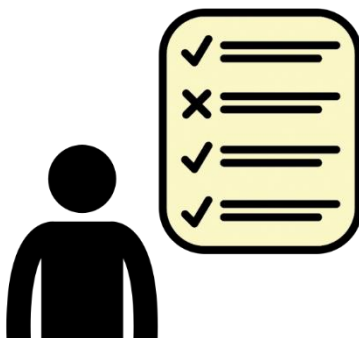
Like we may ask about

- their mental health



or

- their access needs.



Workers do **not** have to give their name when they answer.

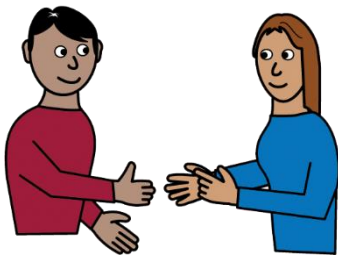
We say they are **anonymous**.



We train our workers every year.



We will teach them what the law says they must do.



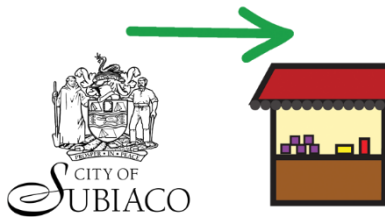
We also teach them other skills that may help.

Like

- we may teach them how to say things in Auslan.



We want other work places to hire people with disability too.



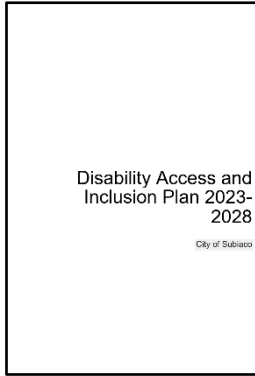
We will talk to other work places.



When people with disability do good work



- we will talk about it.



## About this book

This book helps you understand our Disability Access and Inclusion Plan. 2023 - 2028

We use pictures from

- The Accessible Icon Project
- Dreamstime
- Easy on the i
- Illustoon
- Mulberry Symbols
- The Noun Project
- Picto-Selector
- Australian Network on Disability
- City of Subiaco

**VisAbility** The Accessible Information Service at  
VisAbility wrote the Easy English.