



# Sunshine Coast Council

## Draft Inclusion Action Plan for People with Disability

2024-2028

Easy Read version



## How to use this plan



Sunshine Coast Council wrote this plan. When you see the word 'we', it means Sunshine Coast 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 32.



This is an Easy Read summary of another plan.

This means it only includes the most important ideas.



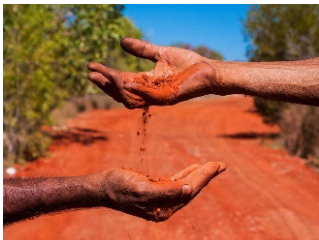
You can find the other plan on our website.

[haveyoursay.sunshinecoast.qld.gov.au/  
draft-inclusion-action-plan-people-disability](https://haveyoursay.sunshinecoast.qld.gov.au/draft-inclusion-action-plan-people-disability)



You can ask for help to read this plan.

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



We recognise First Nations peoples as  
the traditional owners of Australia.

They were the first people to live on and care for the:



- land

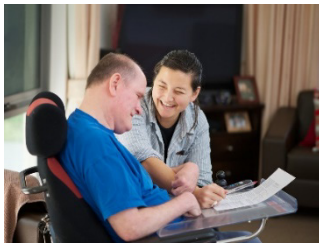


- waters.

## What's in this plan?

What we want for the Sunshine Coast	5
About the Sunshine Coast	7
How we made our plan	9
Why we need our plan	12
Our principles	13
Our Inclusion Action Plan for People with Disability	14
What we will do next	30
Word list	32
Contact us	34

## What we want for the Sunshine Coast

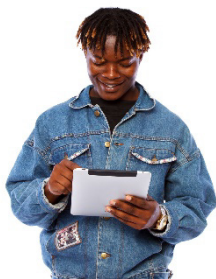


We want to make the Sunshine Coast more **inclusive**.



When something is inclusive, everyone:

- can take part
- feels like they belong.



We also want to make the Sunshine Coast more **accessible**.



When the community is accessible, it is easy to:

- find and use services
- move around.



We want the Sunshine Coast to be a place where people with disability can take part in our community.



By 2028, we want the Sunshine Coast to be a place where everyone can:



- live
- work
- visit
- play.



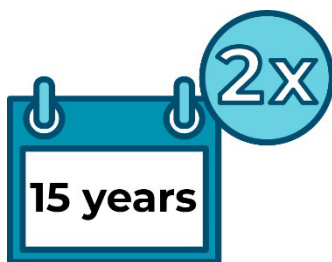
To help us do this, we have written a draft of our new Inclusion Action Plan for People with Disability.

In this document we call it our Plan.

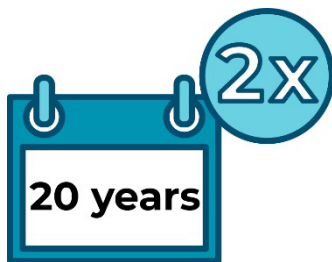
## About the Sunshine Coast



In 2021, there were **21,211** people living on the Sunshine Coast who have a disability that affects their day-to-day life.



This number has more than doubled in the last 15 years.



And it will more than likely double again in the next 20 years.



People aged 65 years and older are more likely to have a disability that affects their day-to-day life.



And First Nations peoples are more likely to have a disability that affects their day-to-day life.



People are less likely to have a job if they have a disability that affects their day-to-day life.

In 2021, only **20%** of people with disability aged 15–64 years old had jobs.



This is a lot lower than people who don't have a disability that affects their day-to-day life.



## How we made our plan



We asked the community to share their ideas about how we can be more accessible and inclusive.

This includes:



- people with disability



- their family and carers



- council staff



- disability organisations and workers.



14 people with **lived experience** shared their ideas for our Plan.

We call them our Inclusion Action Plan Reference Group.



If you have lived experience of disability, you:

- have a disability
- know what life can be like for people with disability
- can tell your story to help others.



The group took part in workshops to share what our Plan should focus on.



Our Access and Inclusion Coordination Group also shared their ideas for our Plan.

They are a group of people who work together with us to better support people with disability.



We also asked the community to fill out a survey.



We ran sessions with council staff.



And we looked at disability inclusion plans from other local governments.

## Why we need our plan



Our Plan will support the goals of our Community Strategy 2019–2041.

In this document we call it our Strategy.



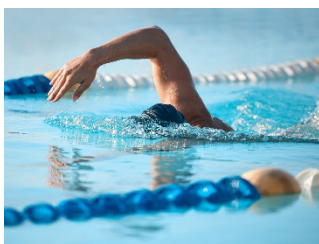
Our Strategy is how we plan to build a better community that:

- supports what people need
- everyone can take part in.

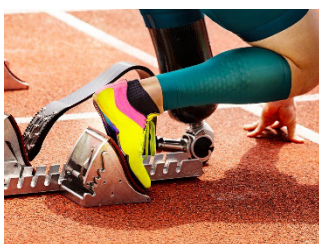


Our Plan will support these goals for 5 years.

The Sunshine Coast will also hold a number of events for the Brisbane 2032:

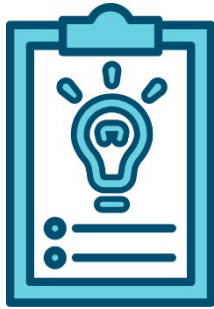


- Olympic Games



- Paralympic Games.

## Our principles



Our plan has 4 **principles**.

Principles are important ideas we should always think about.

Our principles will guide our plan to make sure people with disability are treated fairly.

Our principles are:



- Supporting the rights of people with disability



- Helping the community to better understand disability



- Learning from lived experience



- Making our community more accessible.

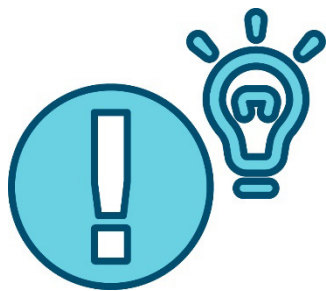
# Our Inclusion Action Plan for People with Disability



Our Plan explains how we will make the Sunshine Coast more accessible and inclusive.



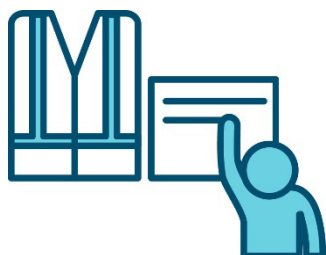
Our Plan has 5 **themes**.



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

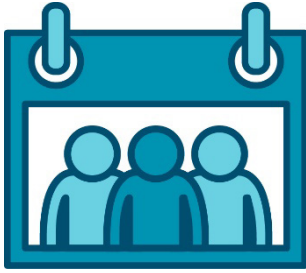


## 1. Community awareness



## 2. Jobs and training





### 3. Community events and programs



### 4. Building inclusive spaces



### 5. Taking part in the community



Each theme talks about:

- our goals
- what we will do.



We talk about each theme in more detail on the following pages.

## 1. Community awareness



We want our community to keep learning more about people with disability.



When our community knows more, it supports people with disability to feel like they belong.

### Our actions



We will offer more disability training to:

- our staff
- people who run the council.



We will work with people to plan events each year to celebrate Disability Action Week.

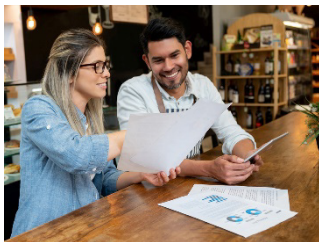


We will work with people to offer programs for the community to learn more about people with disability.



These programs will explain how important people with disability are to the:

- council
- community.

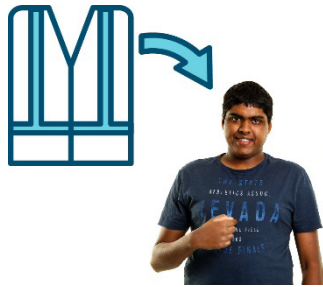


We will work with businesses to share the benefits of being inclusive.



And we will tell the community about businesses who are doing well at being inclusive.

## 2. Jobs and training



We want our community to keep offering jobs and training for people with disability.

When people with disability work, they can:



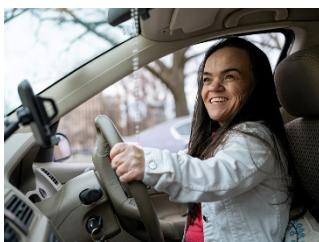
- earn their own money



- take part in the community

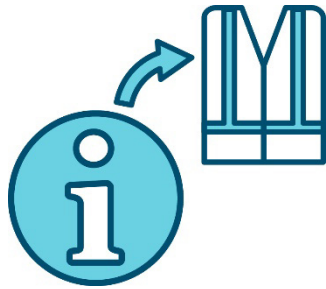


- feel like they belong



- do more for themselves and on their own.

## Our actions

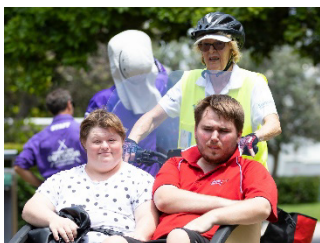


We will share information about council jobs and training programs with people with disability.



And we will make sure:

- the way we hire people is inclusive
- the places where people work are accessible.

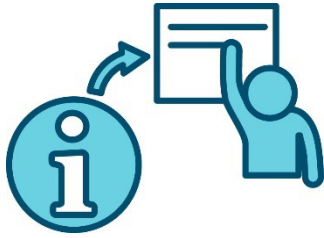


We will also offer more **volunteer** work at the council for people with disability.



When you volunteer, you:

- work but you don't get paid
- do work that helps other people.



We will work with people to share information about disability training with local businesses.



This will help local businesses understand the benefits of hiring people with disability.

### 3. Community events and programs



We want everyone in our community to take part in:

- events
- activities
- programs.



This includes giving people the information and support they need to take part.



## Our actions



We will keep sharing guidelines for making inclusive:

- events
- activities
- programs.



We will also check that people plan inclusive events.



We will share the Hidden Disabilities Sunflower program with organisations.



The Hidden Disabilities Sunflower is a tool that helps people share that they have a disability that others might not be able to see.

The tool helps people with disability let others know when they might need support or help when they take part in the community.

We will include a sensory space at all our big community events and places.



A sensory space is a room where:

- the light is not bright
- it is quiet
- there are comfortable chairs, like beanbags.



We will use **Auslan interpreters** to share information at important council events.



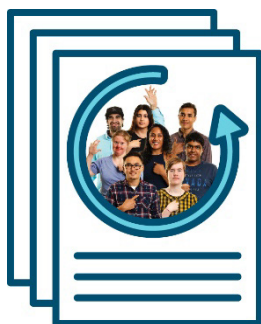
People who are deaf or don't hear well use Auslan to communicate.

An Auslan interpreter is someone who uses Auslan to help you understand what someone says.

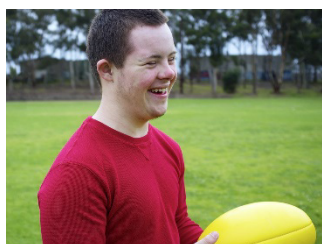


We will also look into having technology that supports people who are deaf or don't hear well at council events and places.

For example, voice to text technology.

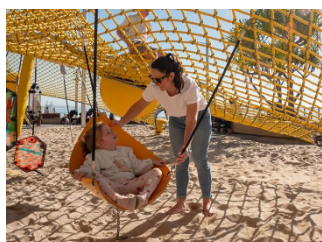


We will share information about how to make community events more inclusive for people with disability.

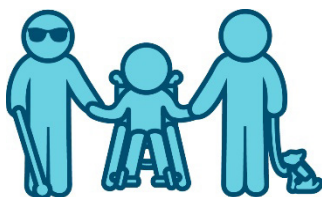


This includes making sure people with disability can take part in sporting groups.

## 4. Building inclusive spaces



We want to use **universal design** to build more inclusive places in our community.



Universal design means we think about what everybody needs when we plan or start new projects and services.



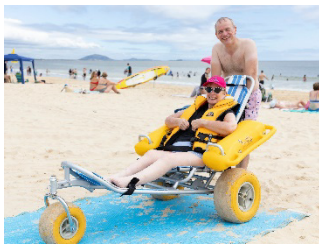
And we want to include people with disability when we make these plans.

## Our actions



We will plan for more Changing Places in the community.

These are accessible bathrooms for people who need more support.



We will find safe places to put more accessible beach mats.

And we will also share information about where people can find these places.



We will check what accessible projects we are planning to pay for.

We will do this to make sure we focus on projects that will support the community.



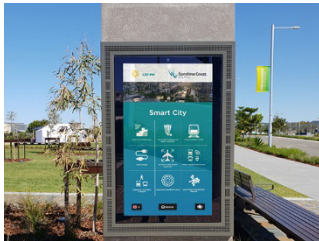
We will share information about universal design with people who design new buildings.



We will share how important it is to have communication boards at council events and places.



We will build more accessible parking spaces in busy places.



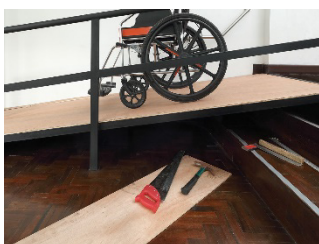
We will look at how we can use more technology to improve how accessible our community is.



We will keep building our map of accessible places to include more areas across the Sunshine Coast.



We will add more accessible cabins at the holiday parks we own.



We will make sure all stages at our community venues are accessible.





We will work to make sure the Brisbane 2032 Olympic and Paralympic Games are:

- inclusive
- accessible.

For example, public transport and hotels.

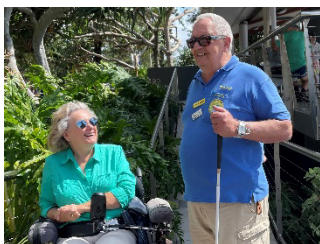


We will work with businesses and other places to plan how this happens.

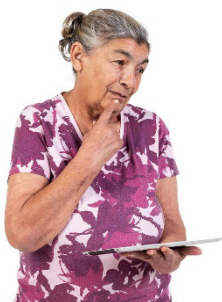
## 5. Taking part in the community



We want everyone in our community to find and use the information they need.



This includes information that supports people to take part in the community.



And information that helps people make their own decisions.



## Our actions



We will share information with our staff about how to take part in our Access and Inclusion Coordination Group.



When staff take part in this group, they will have the chance to:

- learn from people with lived experience of disability
- understand what work the council is doing.



We will train our staff on how to communicate with people with disability.



We will make it more accessible when people visit us at our office.

And we will keep their information safe when they visit.



We will create guidelines for how to share information that is accessible online.



We will work with Visit Sunshine Coast to improve information about accessible holidays.



This includes information about:

- where people can stay
- places people can visit.

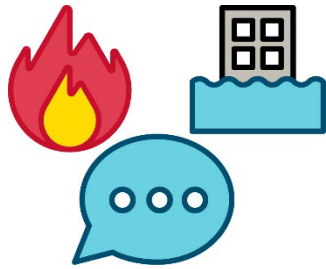


We will update online information about accessible **evacuation centres**.



Some people might live in a place for a short time because of an emergency.

We call these places evacuation centres.



We will look at different ways to communicate to people about natural disasters, such as bushfires and floods.

We will create guidelines on how to make the ways we communicate accessible.



For example:

- signs
- websites
- videos.

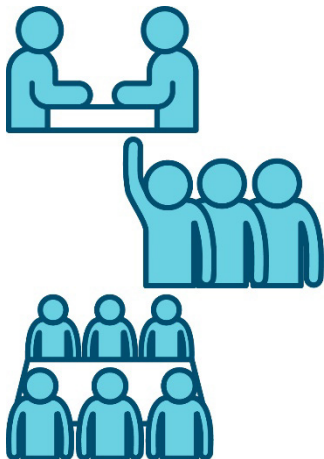
## What we will do next



We will ask the Sunshine Coast community to share their ideas about our draft Plan.



We will do this through surveys.



We will also do this through different events, such as:

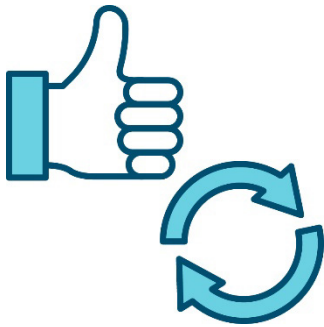
- meetings
- drop-in sessions – where anyone from the community can share their ideas
- workshops – where a group of people work on ideas together.



This will help us to finish writing our Plan.  
We will then share it with the community.



Our Plan will last for 5 years.



We will check our Plan after 2 years to find out:

- what is working well
- what we need to change.



We will also write a report every year.

And 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 services
- move around.



### **Auslan interpreters**

People who are deaf or don't hear well use Auslan to communicate.

An Auslan interpreter is someone who uses Auslan to help you understand what someone says.



### **Evacuation centres**

Some people might live in a place for a short time because of an emergency.

We call these places evacuation centres.

### **Lived experience**



If you have lived experience of disability, you:

- have a disability
- know what life can be like for people with disability
- can tell your story to help others.

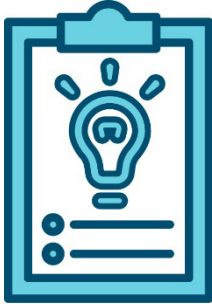




## **Inclusive**

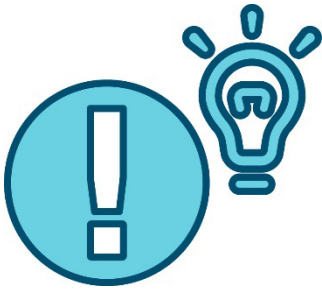
When something is inclusive, everyone:

- can take part
- feels like they belong.



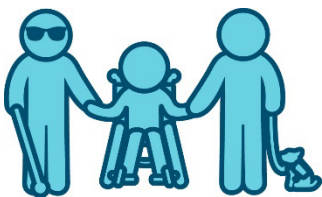
## **Principles**

Principles are important ideas we should always think about.



## **Themes**

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



## **Universal design**

Universal design means we think about what everybody needs when we plan or start new projects and services.



## **Volunteer**

When you volunteer, you:

- work but you don't get paid
- do work that helps other people.

## Contact us



You can contact us if you want more information about our Plan.

Or if you want to share your ideas with us.



You can call Jane – our Community Development Officer.

**0407 699 821**



You can send us an email.

**[commdevelopment@sunshinecoast.qld.gov.au](mailto:commdevelopment@sunshinecoast.qld.gov.au)**



You can write us a letter by sending it to:

Att: IAP – Community Development

Locked Bag 72

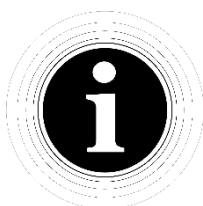
Sunshine Coast Mail Centre

QLD 4560



You can visit our website.

**[haveyoursay.sunshinecoast.qld.gov.au/draft-inclusion-action-plan-people-disability](http://haveyoursay.sunshinecoast.qld.gov.au/draft-inclusion-action-plan-people-disability)**



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